



# WHS&E Policy

Baiada is an Australian family owned business that operates poultry and related businesses on a national basis. Our aim is to be Australia's leading producer of poultry products. Baiada is proud to have the Steggles, Lilydale Free Range and Greens & Goodness brands in our product range.

## Policy Statement

As part of our commitment to achieving the principles of health, safety and environmental sustainability, we recognise our ethical and legal responsibility to provide a safe and healthy work environment for workers, contractors, customers and visitors. We will ensure that our operations and activities do not place the local community at risk of injury or ill health, nor the environment at risk of harm or damage. We are committed to providing our products and services in a sustainable manner that will protect, improve and enhance our environmental outcomes whilst achieving continual improvement in our overall environmental and energy performance to reduce our carbon footprint.

## Aims and Objectives

We will adopt systems that will meet the requirements of ISO 45001 and ISO 14001 Standards, which will enable us to:

- Provide and maintain healthy and safe workplaces, safe plant and systems of work;
- Provide written procedures and instructions to ensure safe work practices (where deemed relevant) and in line with a risk assessment, where applicable;
- Ensure compliance with applicable legislative duties, Codes of Practice and current industry standards;
- Provide such information, instruction, training and supervision to workers, contractors, customers and the general community as is necessary to ensure their continued health, safety, and which supports maintenance of a sustainable environment;
- Provide support and assistance to workers and involve them in consultation/participation on health, safety and where relevant environmental issues;
- Prevent pollution and damage to the environment from our everyday activities, including minimisation of waste and concentration of discharges;
- Setting and meeting energy and water reduction targets which will allow us to meet our carbon emissions reduction plan;
- Monitoring the environment to limit impacts on biodiversity, and
- Meeting and, where possible, exceeding environmental protection and energy efficiency legislation along with any other relevant legal requirements.

## Responsibilities

We recognise that the overall responsibility to provide a safe workplace and environmentally sustainable operations rests with management, who will be accountable for the implementation of this Policy. These responsibilities include:

- Ensuring that this Policy and all WHS and environmental procedures are implemented and followed;
- Establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injuries, ill health; prevents harm to the environment and reduces GHG emissions;
- Investigating all health, safety and environmental incidents, to implement sustainable preventative actions;
- Providing adequate resources to meet these WHSE commitments, including training, education and competency;
- Consulting with employees and other parties to improve decision making on WHSE matters; and
- Ensuring that prompt and effective injury management and rehabilitation is provided for all injured employees and that support is readily available for issues that can impact their mental health.

Workers also have responsibilities, which include:

- Following all WHSE policies and procedures; and
- Recognising and reporting hazards which may affect the health and safety of themselves and others, or which threaten the environment.

We are committed to encouraging consultation and cooperation between management and workers, and will formally involve workers and elected health and safety representatives in any workplace change, including any matters that may affect the health and safety of workers.

  
Simon Camilleri  
Managing Director

1/12/2022  
Date

Document No:	IMS-Policy-1000-NAT	Issue No: 1	Issue Date: 01/12/2022
Template No:	BAI-TMP-005-NAT	Issue No: 5	Issue Date: 03/06/2021