

Select Harvest Workplace health and safety (WHS) Vision is to continuously improve, build and maintain a company-wide proactive safety culture by our Zero harm and wellbeing strategy.

Our Zero Harm and Wellbeing strategy is a key part of the SHV strategy and is reflected in individual employee KPIs. As part of our Short-Term Incentive Program (STIP), it is a condition of any STIP payment that key WHS foundations are in place to ensure a safe working environment for all employees. This includes WHS induction, appropriate training, hazard identification and reporting, incident reporting and investigation and safety inspections.

Select Harvests (SHV) is committed to establishing and maintaining a safe work environment by:

- Our Zero Harm and Wellbeing strategy;
- Managing health and safety risks and hazards according to SHV's risk management processes;
- Establishing clear targets and objectives to improve the WHS culture and measures in the workplace;
- Assigning accountability and responsibilities throughout SHV to achieve WHS targets and objectives;
- Allocating resources to assist in meeting objectives;
- Providing safe plant and equipment;
- Consulting with employees, contractors and visitors on WHS matters;
- Ensuring employees and all stakeholders within our operating control are applying corporate policies;
- Providing training to develop skills and knowledge to promote collective safety responsibility;
- Providing supervision to ensure safe work is conducted without risk to employees, contractors and visitors;
- Communicating WHS information to employees, contractors and visitors; and having a systematic approach to ensure compliance with relevant WHS laws and regulations in states and territories;
- We seek the cooperation of all employees, contractors and visitors to maintain a safe workplace.

## Values

Our values and behaviours are critical to our culture in delivering our five key strategic priorities. SHV recognises that by living the values, and treating each other with trust and respect, we all contribute to the long-term success of the business.



**MICHAEL IWANIW**  
Board Chair  
Select Harvests Limited



**PAUL THOMPSON**  
Managing Director  
Select Harvests Limited