



HENSCHKE

EXCEPTIONAL WINES FROM OUTSTANDING VINEYARDS

HENSCHKE CELLARS PTY LTD
Trading as C A HENSCHKE & CO
ABN 30 007 602 986

PO BOX 100
1428 KEYNETON ROAD
KEYNETON SA AUSTRALIA 5353

TELEPHONE: +61 (0)8 8564 8223
FACSIMILE: +61 (0)8 8564 8294
WEB: www.henschke.com.au

HEALTH AND SAFETY POLICY

C A Henschke & Co. is committed to a proactive approach to providing a safe and healthy working environment, safe systems of work, plant and equipment, continual improvement as well as to ensure that employees, contractors and visitors in the company's care are safe.

The Officers of the Company are responsible and accountable to meet legislative requirements of the WHS Act 2012, WHS Regulations 2012, Endorsed Codes of Practice and Australian Standards and also to encourage and facilitate injury prevention, injury management and rehabilitation for a safe and early return to work and the integration of work health and safety into workplace decisions.

Our primary focus is to prevent injury and promote a safe and healthy workplace, through:

- Consulting and working with employees to reduce workplace hazards and risks through the QSE Committee and/or individual or department meetings to improve our safety rules, procedures and safe systems of work.
- Safety objectives will be set by Senior Management and will be monitored and reviewed at least annually.
- Utilising appropriate resources and external expertise, where applicable, on health and safety issues.
- Arranging appropriate instruction and training on safe working procedures, including understanding and assessments of the hazards and risks involved.
- Maintaining training records of all training carried out for each employee.
- An effective system of reporting workplace injuries and incidents, their investigation and introducing actions to prevent reoccurrence.
- Providing appropriate Personal Protective Equipment and First Aid facilities.
- Actively supporting efficient injury management and rehabilitation to encourage an early but safe return to work for injured or sick employees, by developing a Return to Work Plan in conjunction with medical practitioners and Return to Work SA.

The C.A. Henschke & Co QSE Committee shall meet and work within the guidelines of the QSE Committee Constitution document.

Supervisors and Managers are responsible for the health and safety of workers under their control.

Employees and other persons working under the control of C.A. Henschke & Co are responsible for co-operating and working to support this policy and other policies and procedures issued by the Company in respect of specific health and safety matters. Furthermore, all employees, contractors and visitors have a responsibility to take all reasonable steps to ensure their own and other people's safety.

This policy, together with safe working procedures shall be brought to the attention of all employees.

Signed this 1st day of February 2016

Stephen Henschke
Managing Director /
Chief Winemaker

On behalf of the
WHS Representatives

Prue Henschke
Director / Viticulturist

Reviewed and Accepted by QSE Committee 12th Feb 2021

QSE Manager