



The Metcash Trading Ltd. Safety, Health and Environment charter

Our Commitment

The continuous reinforcement of “Zero Harm”. Preventing work-related injury and illness to employees, visitors, contractors, members of the public and pollution to our community

Our Guiding Principles

- A belief that all injuries and occupational illnesses are preventable
- We operate sustainably, minimizing impact to our environment
- No business objective will take priority over health and safety
- Management is accountable, and all staff are responsible for safety
- Engagement with and education of our workforce is essential to success
- No task is so important or so urgent that it cannot be done safely

Our Priorities

Continuous reinforcement of a culture where our people go beyond zero harm, always acting safely and environmentally responsibly at and away from work

Our Actions

- Modelling expectation at all levels, “The standard we walk past is the standard we accept.”
- Consultation and engagement with our employees, contractors, customers and stakeholders, promoting active participation in the management of their own and others’ health, wellbeing and safety
- Proactive identification of hazards to eliminate or, if not possible, manage risk to as low as reasonably practicable
- Establishing, communicating and monitoring performance measures and improvement targets ensuring continuous improvement and recognising excellent safety, health and environmental performance
- Provision of resources, people and skills necessary to achieve our safety, health and environmental objectives
- Provision of appropriate training, information, instruction and supervision to workers
- Implementation of safety and environment management systems and safe systems of work
- Efficient use of resources and energy, targeting waste, emissions and pollution, to minimise impact of our activities on the environment and our communities
- Reporting, management and investigation of incidents and near misses
- Auditing and review of our safety and environment management systems
- Compliance with all relevant legislation related to our operations



Doug Jones
Group Chief Executive Officer



Annette Welsh
CEO Hardware



Scott Marshall
CEO Supermarkets



Chris Baddock
CEO ALM



Alistair Bell
Chief Financial Officer



David Reeve
Chief Information Officer



Julie Hutton
Chief Legal Risk and Compliance Officer & Company Secretary



Penny Coates
Chief People & Culture Officer