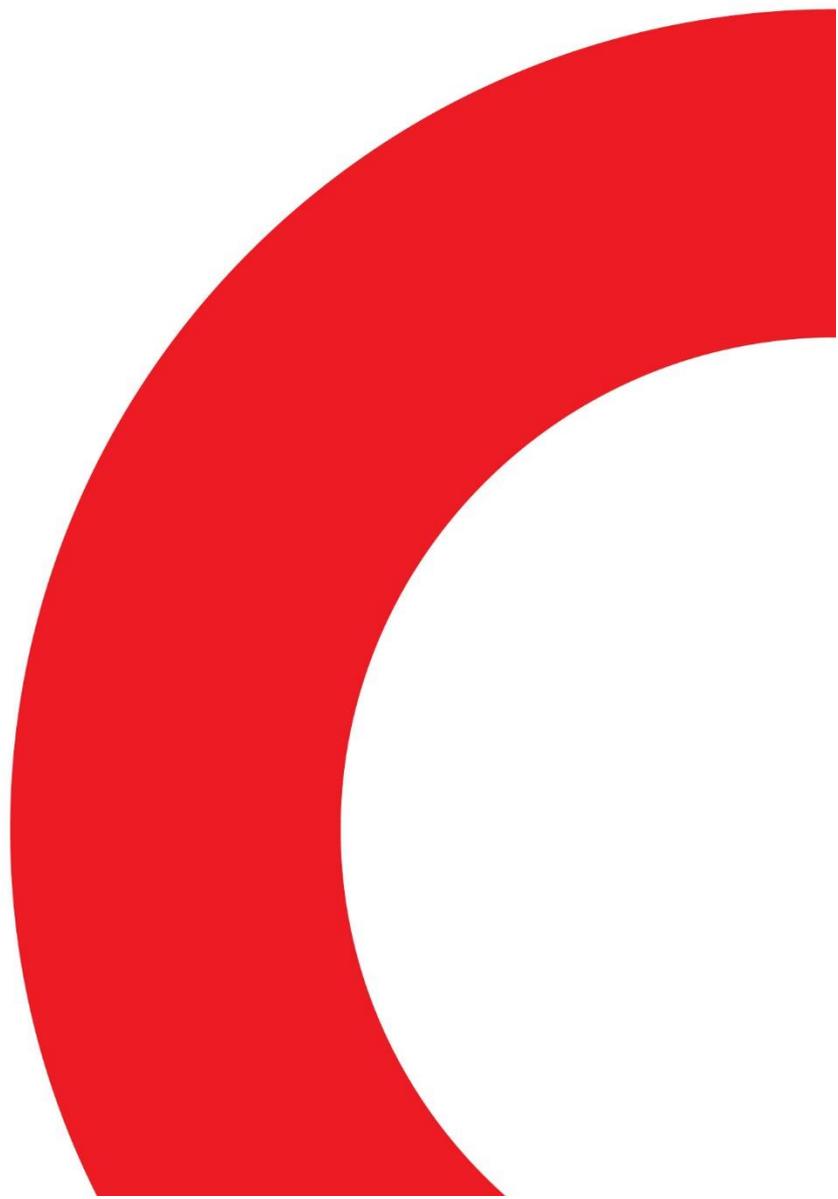




Health Safety and Wellbeing Policy



Our goal is to make Safer Choices Together and make Coles a leading Retailer in Australia for safety and mental health.

Our Policy

At Coles, we're committed to providing a safe and healthy environment for our team, customers, suppliers, contractors, visitors and supply chain partners. To support this Health, Safety and Wellbeing Policy, we have a comprehensive safety management system called 'SafetyCARE'. This system helps to promote and provide a safe and healthy work environment as well as early and effective injury management assistance to team members injured as a result of work.

The SafetyCARE system is designed to manage the risks and hazards that come with operating stores, distribution centres, store support centre and the supply chain network and ensure our actions are appropriate to our risk profile.

Working together to make Safer Choices

At Coles we make Safer Choices Together as a part of our Win Together Strategy. We encourage team members to take an active role in ensuring a safe workplace; we are committed to consulting with team members to make the right decisions on issues that directly affect their physical and mental health, safety and wellbeing. We will ensure our team, customers, suppliers, contractors; visitors and supply chain partners receive relevant training, information and advice on safety matters that affect them.

We want to ensure good things are happening at Coles through continuously improving our safety and injury management performance by setting clear objectives and targets, and communicating our results. Where necessary, we will seek internal and external advice to resolve health, safety and wellbeing issues.

Injury Management

Coles commits to providing a fair and equitable injury and claims management process. For team members injured at work, we will work with them to ensure suitable duties are provided according to medical advice, and develop return to work plans in consultation with the injured team member. Coles can assist team members to select treating practitioners and rehabilitation providers; however team members have the right to select their own.

Confidentiality

Personal information relating to health and safety issues will be treated confidentially in accordance with our legislative obligations.

Governance

We are governed by National and State Health and Safety legislation and self- insurance requirements; however we focus on health and safety because it's the right thing to do.

Feedback

We regularly review our SafetyCARE system and continuously look for opportunities for improvement.

If you have any queries, suggestions or concerns, please speak to your line manager or contact our health and safety team – they are here to help!

With your help, we can ensure a safe and healthy environment for everyone! To find out more, visit [Connect > Safety](#) or speak to your line manager.

Leah Weckert

Chief Executive Officer and Managing Director

Adopted by the Board 1 May 2023.