

HANES *Brands Inc*

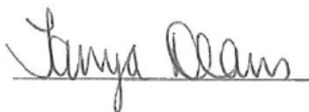
Safety, Health & Wellbeing Policy

Hanes Australasia is committed to providing a healthy and safe workplace and driving a culture that values the wellbeing of all team members.

At Hanes Australasia we have made a commitment to:

- Provide a healthy and safe workplace for all team members, visitors and contractors
- Create a business strategy that supports working safely, and provides the framework for setting measurable performance objectives and targets
- Meet the requirements of all relevant legislation, standards and codes of practice
- Ensure health and safety is integrated into operational procedures and training programs
- Maintain a risk management and hazard identification system that aligns to Hanes Australasia risk profile
- Ensure managers remain directly responsible and accountable for the health, safety and wellbeing of team members and that adequate resources are provided
- Ensure all team members understand their duty of care to work in a safe manner, to report health and safety hazards and incidents and to follow safe systems of work
- Communicate and consult with team members or their representatives on all relevant health and safety matters
- Work in collaboration with our suppliers and contractors to ensure they conduct business with us in a safe manner
- Provide a supportive workplace culture where healthy lifestyle choices are valued and encouraged
- Encourage work and health practices that support mental health and wellbeing and ensure team members have access to support during difficult times
- Measure, review and improve this policy and associated procedures regularly in order to continually improve health and safety performance

The principles in this policy apply to all Hanes Australasia locations and businesses. This policy will be reviewed regularly to ensure its ongoing effectiveness and to facilitate the continuous improvement of Health, Safety and Wellbeing at Hanes Australasia.



Tanya Deans
President Hanes Australasia February 2021