

Health, Safety & Wellbeing Policy

Owner	Director, People Services
Approver	Chief People Officer
Manager	Group Health, Safety & Wellbeing Manager
Target Audience	All employees, contractors, and visitors of AMP Limited.
Effective Date	1/06/2023
Next Approval Date	1/06/2025
Contact	Lauren_allen@amp.com.au

1. Purpose

Our Health, Safety and Wellbeing Policy provides an overview of how we will meet health and safety obligations and create a workplace that supports and promotes the physical safety and psychosocial safety and wellbeing of our people.

This Policy provides a framework for the establishment of local WHS procedures and behavioural expectations that form part of our WHS Management System and sustainable ways of working.

2. Health, Safety and Wellbeing Principles

At AMP we care about the health, safety and wellbeing of our employees, contractors, and visitors above everything else. We believe that providing a respectful, inclusive, and safe workplace, which supports the physical safety and psychosocial safety and wellbeing of our people, is fundamental to the way we do business. The Health, Safety and Wellbeing Principles describe the actions and behaviours required to create and maintain a healthy and safe work environment. These are:

- Everyone is responsible for workplace health, safety & wellbeing.
- Everyone has the authority to speak up if they observe unsafe and/or unethical workplace practices.
- We will work safely and respectfully at all times.
- We will provide reasonable work adjustments to enhance employee wellbeing and safety.

3. Policy Commitment

To fulfil our Health, Safety and Wellbeing Principles, we will:

- Promote a people first culture, that recognises the impact of positive physical and psychological health and wellbeing on employee workplace safety.
- Maintain high ethical workplace standards by championing our values and providing recognition for these achievements and aligned behaviours.
- Provide safe, healthy and sustainable working conditions that promote good work design.
- Consult and collaborate with our employees, contractors and other key stakeholders in decisions impacting their health, safety, and wellbeing.
- Proactively assess and mitigate safety hazards and risks in a timely manner through effective implementation of our safety and risk management processes across all our business operations.
- Promote the reporting and investigation of all conduct matters, safety incidents and near miss occurrences to ensure hazards and risks are minimised.
- Regularly communicate health safety and wellbeing information to our employees.
- Provide access to health, safety, and wellbeing training programs to improve our employees' skills, knowledge, and competency.
- Establish and monitor health, safety and wellbeing objectives and targets to ensure continued success in improving safety, health and wellbeing outcomes.
- Ensure adequate resources and expertise are provided to implement this policy.
- Comply with all applicable workplace safety regulations and AMP's policies and procedures.

This Health, Safety and Wellbeing Policy should be read in conjunction with all local policies, procedures, and process.

4. Roles and responsibilities

The roles and responsibilities with regard to the Policy are set out in the table.

<p>AMP employees</p>	<ul style="list-style-type: none"> • Review this Policy as well as the procedures and resources relating to workplace health, safety, and wellbeing processes on the digital intranet. • Participate in workplace health, safety and wellbeing activities, training and programs as required. • Follow all reasonable health, safety and wellbeing instructions, policies, and procedures. • Report all workplace hazards, near miss occurrences, conduct concerns, incidents, and injuries. • Participate in workplace investigations as required. • Provide timely communication regarding any reasonable workplace adjustments required to support personal safety, health and wellbeing.
<p>Leaders</p>	<ul style="list-style-type: none"> • Review this Policy as well as the procedures and resources relating to workplace health, safety, and wellbeing processes on the digital intranet. • Actively support and promote a healthy and safe workplace, free from physical and psychological harm. • Consult regularly with employees on health, safety, and wellbeing matters. • Ensure health, safety and wellbeing instructions, policies and procedures are adhered to by employees. • Report all workplace hazards, near miss occurrences, conduct concerns, incidents, and injuries. • Participate in workplace incident/injury investigations as required. • Provide employees with information and access to workplace health, safety and wellbeing activities, training, and programs. • Support employee requests for reasonable adjustments to facilitate return to and recovery at work
<p>Executive Leaders</p>	<ul style="list-style-type: none"> • Ensure there are adequate resources to execute workplace health, safety, and wellbeing requirements. • Maintain up-to-date knowledge of significant work health and safety matters in your business area operation. • Include workplace health, safety, and wellbeing information at Committee meetings. • Request information to demonstrate and verify adequate processes are implemented to identify, report and manage hazards and risks to effectively support employee health, safety, and wellbeing.