

AT BUNNINGS GROUP, OUR SAFETY & WELLBEING VISION IS TO:

Empower our team to be physically and psychologically at their best, at work and at home.

OUR COMMITMENT:

The safety and wellbeing of our team members, contractors, and customers is our top priority. We believe that all workplace injuries and illnesses are preventable, and we are fully committed to providing a physically and psychologically safe and healthy work environment.

SPECIFICALLY, WE DEMONSTRATE OUR COMMITMENT BY:

- Fostering a culture that empowers our Leaders to lead and drive safety and wellbeing whilst encouraging our team to take an active role in keeping the workplace safe.
- Communicating safety and wellbeing information and improvement ideas with our team and key stakeholders to further improve and drive better outcomes.
- Consulting and communicating with our team, leaders, contractors and visitors on matters affecting their safety, wellbeing and injury management so that they can be involved in decision making processes.
- Ensuring there is a return to work/injury management program in place, promoting early intervention and recovery at work.
- Providing our team with ongoing physical and psychological safety, wellbeing and injury management training and guidance to enable them to work in a manner that is safe and without undue risk to health.
- Ensuring safe management of hazards relevant to the nature and risk of our business.
- Accurately reporting, recording and following up all safety events - Ensuring the identification of reportable injuries and/or incidents to regulatory bodies, reporting within regulated timeframes and recording and maintaining relevant records.
- Clearly defining individual safety and wellbeing responsibilities and accountabilities and communicating these via our systems.
- Establishing measurable objectives and targets for safety and wellbeing performance to ensure continuous improvement aimed at elimination of work-related illness and injury, and for openly communicating our performance to all key stakeholders.
- Complying with applicable legislation and self-insurance requirements.

Our Safety & Wellbeing Policy will be reviewed every five years, or earlier if required, to reflect changes in risk to our team members, contractors, or customer safety.

Michael Schneider, Managing Director
Bunnings Group Limited
9 September 2025

