

Health, Safety & Wellbeing Policy

At ManpowerGroup Australia we are committed to ensuring that our workers are safe, with no threat of injury or risk to health while at work. We recognise that a safe and healthy work environment is fundamental to good business management and worker engagement. We rank occupational health, safety & wellbeing equally with all other operational considerations.

We are committed to achieving best practice through continual improvement of our systems, safety performance and elimination of workplace injury and illness. As a provider of staffing services, ManpowerGroup Australia understands the importance of working with all stakeholders to achieve our health, safety & wellbeing objectives.

The objective of this policy is to ensure, as far as reasonably practicable:

- Managers at all levels are accountable and responsible for the health, safety & wellbeing of all workers in their teams, and for ensuring on-hired workers are not placed at risk to their health, safety & wellbeing at client workplaces
- Compliance with all relevant legislation, standards, codes of practice and safe operating procedures
- Measurable objectives and targets are established, maintained and monitored to ensure continual improvement
- All hazards and risks to health, safety & wellbeing, are identified, assessed and eliminated or effectively controlled. The effectiveness of controls implemented is monitored and reviewed
- Maintaining effective communication, consultation and participation with key internal stakeholders on health, safety & wellbeing matters
- Workers are provided with information, instruction, training and supervision necessary to safely carry out their responsibilities
- All workplace incidents and injuries are accurately reported and recorded. All significant incidents and injuries are investigated
- The safe and early return to work of injured workers
- Provision of resources to assist management and workers to meet health, safety & wellbeing obligations

ManpowerGroup Australia will consult with our clients to ensure, so far as it is reasonably practicable, that the following exist and are maintained for our workers:

- Safe and healthy workplaces and systems of work
- Plant, equipment and substances are in a safe condition
- Appropriate information, instruction and training
- Systems for the identification and resolution of health, safety & wellbeing issues
- Process for ensuring that workers including on-hired workers are only required to undertake tasks and/or operate plant, machinery and equipment that they are appropriately trained, competent or qualified for.

ManpowerGroup undertakes not to provide service if these conditions are not in place. Workers, including on-hired workers are responsible for:

- Following all occupational health, safety & wellbeing policies and procedures
- Ensuring their own self and others safety are not affected by their actions and/or non-actions
- Working with clients and business partners to achieve the objectives outlined in this policy
- Reporting unsafe work practices, hazards, near misses and accidents.

Through the application of sound risk management principles and the identification and elimination of causes of injury, ManpowerGroup's aim is to achieve a sustainable and rewarding culture of health, safety & wellbeing for all.



Penelope O'Reilly
Managing Director
9 March 2022