

# Our Health, Safety and Injury Management Policy

Zero  
Harm

## We are fully committed to:

- Ensuring the safety of our team members, customers, contractors, visitors, neighbours and the public.
- Promoting the health, safety and wellbeing of our team members.
- Ensuring provision of early and appropriate injury management assistance to team members with work-related injury, illness and disability.
- Continually improving health, safety and injury management performance.



A handwritten signature in black ink, appearing to read 'Adam Pay', written over a white background.

Adam Pay  
Managing Director

## We will demonstrate this commitment through:

- Establishing and maintaining our health and safety management system, SafetyCARE.
- Fostering a culture that empowers and rewards everyone to be responsible and accountable for health and safety.
- Ensuring our vision of being the most respected automotive service, repair and tyre retailer does not jeopardise the safety and health of our team members, customers, contractors, visitors and neighbours.
- Defining and communicating roles and responsibilities via the SafetyCARE management system.
- Establishing measured safety performance targets to openly communicate our health and safety performance to relevant stakeholders.
- Consulting and communicating with our team members and relevant stakeholders on matters where their health and safety is directly impacted.
- Providing health, safety and injury management training, information and guidance.
- Providing our team members with health and wellbeing knowledge, opportunity and support.
- Ensuring safe management of specific hazards relevant to the nature and risk of our business, including the provision of personal protective equipment.
- Using appropriate internal and external expertise.
- Complying with relevant legislation and self-insurance requirements.
- Providing suitable duties in line with current medical advice.
- Developing and monitoring Return to Work Plans in consultation with team members.
- Ensuring fair and equitable claims management.
- Ensuring confidentiality of information at all times.
- Recognising the right of team members to select their treating practitioner and participate in the selection of an accredited rehabilitation provider.
- Communicating and effectively implementing the Health, Safety and Injury Management Policy.