

HEALTH, SAFETY AND WELLBEING POLICY

Purpose

We want all team members to enjoy good health and wellbeing and be safe at work and to ensure our visitors are safe and well while with us.

Who this policy applies to

This policy applies to everyone who works at Tabcorp including all employees and contractors (**team members**), and visitors to Tabcorp sites.

Our commitment

We're committed to having healthy people achieving results in a great place to work. We're committed to providing safe working conditions and supporting team members to be well, with the understanding that people are also responsible for their own health and safety and that of their colleagues and visitors.

We will:

- ✓ value the health, safety and wellbeing of all team members and visitors to Tabcorp sites;
- ✓ seek to eliminate or reduce our health and safety risks through effective hazard management;
- ✓ demonstrate leadership in, and commitment to, all areas of health, safety and wellbeing;
- ✓ foster a culture of wellbeing by providing resources that reinforce healthy lifestyle choices;
- ✓ visibly and actively support team member involvement in our health, safety and wellbeing programs;
- ✓ comply with legislative and regulatory requirements;
- ✓ provide a supportive and caring environment for rehabilitation following work and non-work related injuries and illnesses;
- ✓ enhance our knowledge to ensure awareness of health, safety and wellbeing responsibilities and ability to perform tasks safely; and
- ✓ set health and safety objectives and targets and regularly review performance in support of our goal of constant improvement.

Policies Control

Current from	April 2018
Replaces version dated	May 2016
Approved By	Managing Director & CEO

This policy does not form part of any contract of employment or engagement, is not contractually binding on Tabcorp and does not give rise to enforceable rights for employees or contractors. Tabcorp may vary its policies in its discretion from time to time, without prior notice or compensation to employees or contractors. This policy is current at the date of printing.

Classification: Internal