

Health Safety & Wellbeing Policy

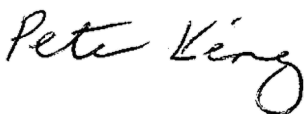
Our People Promise recognises that our people are our highest priority in delivering world class service. Fundamental to this promise is our commitment to the safety of our people and providing a safe, secure and injury free workplace.

Our health, safety and wellbeing standards are clearly defined and communicated to all levels of the Group to promote awareness of our responsibilities and our accountabilities.

In meeting this commitment we strive to:

- Protect our people by eliminating or minimising, so far as is reasonably practicable, physical health and safety risks
- Prevent harm to our people by reducing the potential for work-related Mental Ill-Health through a positive psychosocial climate that supports the achievement of our Mental Health Strategy key objectives.
 - Prevent harm to our people by reducing the potential for work-related Mental Ill-Health
 - Care for our people through early intervention and supporting recovery, responding to both individual and workplace factors
 - Strengthen our safety leadership culture, systems and capability to focus on Mental Health, as well as physical safety
- Set measurable objectives and targets to support Plans and programs to continuously improve our health, safety and wellbeing performance with the aim of minimising injuries and illness.
- Engage our people in health, safety and wellbeing matters to understand their needs
- Provide necessary information, instruction, training and supervision so people can do their job safely and effectively.
- Provide support and guidance to our people in understanding their responsibilities for implementing and maintaining effective health, safety and wellbeing systems and processes.
- Provide appropriate support and feedback through our People Leaders.
- Provide appropriate monitoring and assurance of our key health, safety and wellbeing risks through our People Leaders and other stakeholders.
- Implement effective systems and processes for receiving, considering and responding to information regarding health, safety and wellbeing incidents, hazards and risks.
- Comply with applicable health, safety and wellbeing legal and other requirements.
- Provide adequate resources and processes to support the health, safety and wellbeing of our employees and to effectively implement this policy.

The Westpac Group will provide an environment that will enrich the health, safety and wellbeing of our people for the whole of their lives.



Peter King
Chief Executive Officer
Westpac Group