



Health, Safety & Environmental Policy

Coburg, Dandenong, Mornington, Pakenham

5 February 2024

At Vic Mix, our employees, contractors, and customers are at the heart of how we operate. They are our most important asset. We take distinct responsibility to ensure the wellbeing of our people and the prosperity of nature in all our operations.

Health, Safety and the Environment is our core value and this value is centered and embedded in everything we do.

Our Approach

Manage our critical risks – Prioritise and ensure the utmost operational discipline on controlling our highest risks;

Engage our stakeholders – Empower all employees, including contractors, to halt unsafe work and contribute to the protection of the environment through active listening to all concerns and suggestions for improvement;

Continuously Improve – Be better each and every day and understand that excellence in Health, Safety & the Environment requires quality improvement.

Our Commitment

- Conduct our business with the goal of zero harm to people and nature;
- Plan, design, operate and maintain our operations to meet or exceed best-practice standards;
- Develop, maintain, monitor and review Health Safety & Environment systems;
- Review our targets and goals annually;
- Communicate and consult openly with all stakeholders on relevant health and safety issues;
- Provide instruction, training and supervision to improve understanding of workplace hazards, procedures and safe behaviours;
- Recognise health and safety achievements within our business;
- Foster a reporting culture;
- Hold our people accountable for their actions, inaction and behaviours;
- Manage injuries or occupational illnesses both physical and psychological that occur as a result of work; and
- Comply with applicable legal, regulatory, industry and corporate requirements;

A handwritten signature in black ink, appearing to read 'Umit Baykur'.

Umit Baykur
General Manager Vic Mix

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