



Work Health & Safety Policy

Costa Group of Companies is a leading producer processor and distributor of fresh horticultural produce, seeds, grains, pulses and aligned products throughout Australia. Costa Group actively seeks to be a market leader in its category.

Costa Group is committed to promoting a culture where harm to our people, through our work activities, is unacceptable. To meet this commitment the company will provide a healthy and safe work environment for all people associated with our businesses, including, employees, contractors, suppliers, visitors and the community.

Costa Group shall continually work towards achieving zero harm through best practice standards and the elimination of work related injury/illness and risk.

Costa Group managers, supervisors, employees and contractors have a responsibility for implementing, supporting and maintaining the Costa Group OHS Policy.

Costa Group shall provide support and allocate adequate resources to ensure the commitments of the Costa Group Policy are met.

In Order To Meet The Above Requirements Costa Group Shall:

- Demonstrate leadership and commitment through all managers and supervisors, hold managers accountable for Workplace Health and Safety performance of their business.
- Take all practicable steps to eliminate or control hazards within the work place, through the process of hazard identification, risk assessment, implementation of controls, monitoring and evaluation, to ensure continuing effectiveness.
- Comply with all applicable OHS statutory requirements.
- Implement OHS management systems to establish and maintain a safe and healthy workplace for our people and protection of the environment.
- Strive to continuously improve OHS performance by setting objectives, plans, performance measures and to undertake regular reviews and improvements against predetermined targets.
- Develop and monitor annual OHS Key Performance Indicators with a focus on the implementation of lead and lag indicators.
- Develop OHS awareness and competencies with the implementation of structured and documented training plans.
- Consult in OHS management through planned and scheduled OHS committees, toolbox talks and other consultative processes.
- Support engineering solutions and process modifications that eliminate or minimise risk of injury to our people, damage to property and other assets.
- Ensure all incidents and non compliant situations are reported, recorded and fully investigated, and where injury, illness occurs, or could have occurred, ensure corrective actions are implemented.
- In cases where employees have sustained a work related injury or illness, assist them to achieve maximum recovery through prompt intervention, treatment, active rehabilitation, structured injury management and return to work programs.

Frank Costa
Chairman, Costa Group