

## MIELE AUSTRALIA AND NEW ZEALAND

### WORK HEALTH AND SAFETY POLICY

Miele Australia and Miele New Zealand imports, markets and distributes to commercial and domestic customers products supplied by its parent company Miele Germany. Miele's guiding principle is 'Immer Besser' (Forever Better) which means that we are aiming to achieve excellence in quality, safety and sustainability of our products and operations.

Miele Australia and Miele New Zealand are committed to provide safe and healthy working conditions for the prevention of work related injury and ill health.

In pursuing this commitment and considering our specific Work Health and Safety risks and opportunities, we will:

- Provide leadership to create organisational culture where motivation to support the safety, health and welfare of our employees, contractors, customers and visitors is driven by individual commitment.
- Establish measurable safety, health and welfare objectives and targets, allocate responsibilities, provide resources and ensure competence and awareness.
- Comply with the relevant legal and other requirements.
- Raise employees' awareness of their obligation to contribute to the safety system at Miele by taking reasonable care for their own health and safety, and for the safety of other people who may be affected by their acts or omissions. The implication of not conforming with the safety requirements is putting yourself and others at risk and breach of Duty of Care obligation.
- Establish processes for hazards/risks identification, reporting and assessment that are integral components of our operations.
- Apply the hierarchy of safety controls to eliminate hazards and reduce health and safety risks when implementing risk control plans.
- Monitor objectives, evaluate system effectiveness and if required amend strategies to ensure continual improvement of the Work Health and Safety management system.
- Establish employees/HSRs consultation and participation processes.
- Raise awareness within the company about issues that impact on health and wellbeing and provide support and assistance as necessary.
- Ensure this policy is implemented, maintained, communicated within the company and made available to all interested parties.

This policy applies to all employees including casuals, contractors and other work participants.

Signed:



Sjaak Brouwer

Managing Director

Date: 19 April 2018