

Westpac's Health Safety & Wellbeing Commitment

At Westpac our people are our highest priority in delivering our purpose of **creating better futures together**. In line with our purpose, Westpac is committed to providing a **safe, secure and injury free workplace** that enriches the wellbeing of our people and prevents harm, by reducing the potential for work-related physical and mental injury and ill-health.

Westpac's approach to HSW focuses on:

- Protecting our people by eliminating or minimising work-related physical and mental injury and ill-health, as reasonably practicable
- Improving our peoples' experience of work, performance and wellbeing by supporting positive mental health
- Caring for our people through early intervention and supporting their recovery
- Maintaining our strong safety leadership culture, systems, and capability, focused on both mental and physical health and safety
- Meeting and exceeding HSW and workers' compensation legal obligations and regulations
- Clearly defining and communicating HSW responsibilities
- Striving to improve our HSW performance by continuously reviewing, and uplifting our HSW management system
- Engaging with our people on HSW matters to understand their experience and needs
- Providing information, training, and supervision to enable our people to do their jobs safely and effectively and to contribute to a safe and secure work environment
- Ensuring easy to use resources are available to support our people's health, safety and wellbeing.

In the event of a work-related injury or illness, we are committed to helping our people return to full and gainful employment. Our injury management program incorporates:

- Early reporting and intervention to enable injured employees to stay at work or facilitate a sustainable return to work, as appropriate based on the circumstances
- Fostering participation and engagement in injury management and return to work plans through considering the individual's unique circumstances and providing relevant information, including rehabilitation rights and obligations
- Maintaining confidentiality of personal information in accordance with applicable legislation
- Managing workers' compensation claims in an equitable, timely and efficient manner, consistent with applicable legislation and self-insurance requirements
- Engaging appropriately qualified experts, both internally and externally, to assist in injury management and return to work.

By working together with our people to support their health, safety, and wellbeing, we create a positive foundation for our people to fulfil their potential at work and beyond.

A handwritten signature in black ink that reads 'Peter King'.

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