

## HEALTH SAFETY ENVIRONMENT & QUALITY POLICY

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Owner Group HR Director, ANZ

Date approved by CEO 22 June 2020

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Date approved by Legal 22 June 2020

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At Winc, we value the health and safety of all our employees, contractors, customers, the communities and the environment in which we operate. Our goal is to ensure everyone goes home safely. That is the fundamental obligation we have to every employee and it's an essential building block of Making Winc a Great Place to Work. As such we will ensure our management practices safeguard against adverse health, safety, environmental or quality (HSEQ) impacts arising from our decision, actions or behaviours.

Consistent with this, Winc is committed to:

- Operate our business to comply with all applicable legislation, licenses, codes of practice, industry standards and our Code of Conduct;
- Provide and maintain responsible HSEQ systems of work;
- Undertake risk management activities to identify and effectively manage risks in our workplace;
- Develop employee capability through the provision of HSEQ information, education and training;
- Consult with our employees and other stakeholders to ensure participation in HSEQ matters;
- Ensure HSEQ accountabilities and responsibilities are clearly defined and communicated; and
- Seek continual and sustainable improvement of our HSEQ performance by setting measurable objectives and targets.

Winc is committed to implementing this policy throughout the organisation including the development, implementation, maintenance and review of the Winc HSEQ Management System.



**Peter Kelly**  
Chief Executive Officer  
Winc Australia Pty Limited