



REPORT

Serious about safety.

Edition 3 - October 2023

About Winc.



Winc is a workplace supplies company. We take care of everything a workplace needs to work, wherever work happens to be.

Whether you work in an SME or large enterprise, we source, package and deliver the best solutions for your workplace. By offering the broadest range delivered direct to your desktop or doorstep, Winc frees you up to do what you do best.

“Our team of specialists can help you achieve and maintain the highest safety standards.”

At Winc, we support customers with access to high-quality health and safety products and services from the world's most trusted and reputable brands through our extensive network of leading suppliers.

We stock a wide range of safety solutions and personal protective equipment (PPE) including hearing, eye, head and face protection, hand and respiratory protection, clothing and footwear, first aid and more.

We also have the capability of delivering direct to your sites across Australia. We can help you maintain the highest standards in workplace health and safety through supplier training, mobilisation and project rollouts using our cost-effective solutions and industry insights.

Meet Glen Shepherd.

Head of Health, Hygiene & Safety (HH&S).



At Winc, we have a team of industry specialists dedicated to delivering tailored solutions for you. Glen Shepherd, Head of Health, Hygiene & Safety (HH&S), is passionate about keeping up to date with the latest safety and hygiene trends and delivering the best advice and support to our customers.

As we move towards 2024, implementing effective hygiene solutions to keep people safe continues to dominate our customers' hearts and minds. People need to feel safe and comfortable to come to work, wherever that work might be.

In the case of good hygiene practices, the key is to provide workers with peace of mind, especially when it comes to the microbes they can't see! Often when we visit worksites, one thing we notice is the use of shared hand soap. When you have multiple workers using communal facilities on a construction site or a mine site, it's crucial to ensure you have the right dispenser system so that germs don't spread.

Another important space for the HH&S sector is that of sustainability. As the world is increasingly moving to become more sustainable, so does Winc and our HH&S offering.

At Winc, we offer a variety of products and brands that are better for the environment because they are made from recycled materials or are independently certified. This includes things like safety gloves made from recycled plastic bottles, safety mats made from recycled tyres and cleaning products that are GECA certified. And we are always on the lookout for new innovative sustainable products as they come to market.

In order to stay on top of safety solutions and personal protective equipment (PPE) best practice, workplaces need to continuously review their plans, procedures and protocols. Conducting assessments, looking for new solutions and evolving to improve health and safety in the workplace is imperative. It's not a case of saying 'ok, done and dusted.' Standards and conditions change. It's always better to be on the front foot than trying to catch up.

Our HH&S team spans across Australia with specialists in every state and territory. We have more than 100 years of experience between us and we have dedicated knowledge around safety and PPE, first aid, safety signage but also cleaning products – everything workplaces need to keep safe, clean and healthy.

Our team of experts can provide recommendations on the best products and services to suit different needs. We also offer team training to ensure products are used correctly and safely.

Reach the team on winc.com.au/services/hhssurveys/

Industry update – trends and challenges.

In an ever-changing industry, with new innovations and a growing need for PPE, health and safety in the workplace continues to be front of mind for many workplaces. Read on as we look at emerging challenges and opportunities.

The rise of AI (artificial intelligence) and automation

New technology capabilities can bring many benefits, including safer work and workplaces. And adoption in workplaces is growing at a rapid pace. In fact, the CSIRO estimates that digital innovations including AI could contribute \$315 billion to Australia's GDP by 2030¹.

But with this comes significant impacts. While technology has the potential to improve safety, it can also present new challenges and risks that need to be carefully managed.

Four ways in which AI and automation may positively affect workplace health & safety include:

- 1. Reduction in physical risk.**
Automation can take over many physically demanding and dangerous tasks, reducing the risk of injuries and accidents for workers.
- 2. Enhanced monitoring and predictive analytics.**
AI can be used to monitor workplace conditions and worker behaviour in real time. This allows for early detection of potential safety issues and predictive analytics to identify risks before they become serious.
- 3. Training and simulation.**
AI-powered simulations can provide workers with realistic training scenarios to prepare them for potential hazards.
- 4. Ergonomics and workload management.**
AI can analyse data on worker movements and workload to optimise ergonomics and prevent injuries caused by repetitive strenuous tasks.

With these potential benefits come some possible downsides and challenges. For example:

- 1. Job displacement** – leading to economic and psychological challenges.
- 2. Technical failures** – systems are not infallible.
- 3. Cybersecurity risks** – systems can be vulnerable to cyberattacks.

4. Ethical concerns – if AI is 'in charge' who is responsible in the event of an accident.

5. Privacy risks – workplace surveillance and monitoring can raise privacy concerns.

Implementation, regulation and integration are all crucial to how successful AI and automation can be in a workplace. Planning, training and monitoring are essential to maximising the benefits and minimising workplace risks.

The evolution of ways of working

Various factors including technological advancements, societal changes and economic shifts can all have a significant impact on the health and safety of workplaces. Growing numbers of people now have multiple jobs and there has been significant growth in the number of Australians working in the gig economy, which was valued at \$6.3billion in 2019².

While remote and flexible work can come with the benefits of better work life balance and less time and money spent commuting, it can also lead to isolation and ergonomic challenges which can result in physical and mental health issues.

Climate related risks

Heat, flooding and extreme weather events are increasingly likely to disrupt the normal operation of many businesses. Already in 2023, we have seen July marked as the Earth's hottest month since global records began in 1880³, in addition to epic ocean storms, fires, flooding and droughts.

To mitigate risks, employers should develop comprehensive climate adaptation plans that include strategies for protecting employee health and safety, maintaining business continuity and ensuring the resilience of workplace infrastructure. Collaboration with local authorities, emergency response agencies and relevant experts is crucial for effective planning and response to climate-related risks.

¹ Australian Government, 2022, 'AI technologies', <<https://www.industry.gov.au/publications/list-critical-technologies-national-interest/ai-technologies>>

² Zai, 2022, 'Rise of the gig economy in Australia', <<https://www.hellozai.com/blog/rise-of-the-gig-economy-in-australia>>

³ NASA, 2023, 'NASA Announces Summer 2023 Hottest on Record', <<https://www.industry.gov.au/publications/list-critical-technologies-national-interest/ai-technologies>>

Shifts in demographics

As the Australian population continues to change, new workplace risks are likely to emerge. The proportion of total employment accounted for by mature aged persons (55 years and over) has increased significantly, from 10.5% in February 1980 to 19.4% in February 2020⁴.

We will see this figure continue to rise as the number of older workers in the labour force increases further as the distribution of our population moves towards older age. So while employing older Australians has the benefits of bringing years of experience and expertise to the job, this new workforce may be more susceptible to certain health issues which can increase the risk of workplace injury. Fatigue and reduced physical capacity can also be a concern. To combat this, employees should look to implement age-friendly workplace policies in the form of:

- Ergonomic adjustments.
- Flexible working arrangements.
- Training on recognising and addressing age-related safety risks.

What next – mitigating risk

To navigate the changes in ways of working, and maintain workplace health and safety, organisations should:

- Regularly assess and update safety protocol and training programs to address new risks associated with evolving work arrangements.
- Encourage a culture of safety, regardless of where or how work is conducted to ensure employees are prioritising both their, and their colleagues well-being.
- Provide ergonomic guidance and support for remote workers to minimise the risk of musculoskeletal issues.
- Invest in mental health programs and resources to support employees' psychosocial well-being.
- Implement clear guidelines and policies on technology use and data privacy to balance safety with employees' rights.



⁴ Australian Government, 2021, 'State of Australia's Skills 2021: now and into the future', <<https://www.nationalskillscommission.gov.au/reports/state-australias-skills-2021-now-and-future/chapter-2-australian-labour-market-2020/mature-age-people>>

Delivering a better future.



It has been an eventful year so far in the transportation sector, with staff shortages, cost increases and extreme weather conditions. Jim Georges, Winc's National Transport Manager, shares his insights on the challenges and opportunities for the sector and how Winc is on-board for a better outcome for all.

With a fleet of more than 200 drivers packing their vans and delivering Winc boxes to customers across Australia, it's imperative that the health, safety and happiness of our team is at the forefront of every decision we make.

We're lucky to have a loyal fleet of drivers, many of whom have been with Winc for several decades. Our drivers love what they do and are proud to be the face of Winc. So it's important that we support them during times of change.

One of the most significant changes we've experienced over the past six months has been the exorbitant increase in costs faced by our drivers – from vehicle costs, to fuel to tolls, repairs and maintenance.

With the aim of delivering stock to our customers faster, earlier and more efficiently we've been working extensively with our drivers on how best to manage the impact of these cost increases on the business. This has taken the form of engagement workshops and quarterly reviews to keep them informed, supported and feeling part of the team. Having a highly consultative review procedure with our drivers helps to keep them feeling part of the process.

And we know that happy drivers have less accidents and fewer psychological challenges.

Safety is our number one priority, we want to make sure we work closely with our fleet to help identify and share any safety issues so we can mitigate risks.

From a sustainability standpoint, we're also working to improve our outbound process and on-dock systems and management. This has resulted in reduced loading times and more efficient delivery routes – meaning less kilometres travelled. We're also working towards being more efficient with the way we pack customer orders so we're shipping less air and packaging waste.

Ultimately, at the heart of everything we do is keeping our transport workers safe, managing fatigue, setting realistic deadlines and putting proper vehicle procedures in place. In the world of transport logistics efficiency, responsibility and environmental stewardship drive every mile we travel.

“Safety is our number one priority, we want to make sure we work closely with our fleet to help identify and share any safety issues so we can mitigate risks.”



**“Install solar to
reduce carbon
emissions
and save your
company money
over time as well.”**



Workplace sustainability.



Sustainability and workplace health and safety are closely interconnected, and their relationship can have a significant impact on employees, the environment and the overall success of an organisation. Head of Social Impact, Hayley Scott shares her thoughts on how sustainability is affecting workplace health and safety.

As one of Australia's largest workplace solutions companies, responsible for delivering over 45,000 Winc boxes to our customers each day and with upwards of 1,000 team members across more than 19 sites, it's imperative that we are actively working towards more sustainable practices across the business.

Over the past twelve months Winc has been collaborating with our customers on how they can order more sustainably. We've seen significant progress in the area of order consolidation, which has reduced the number of small orders sent to our customers. This has had a considerable impact across many touchpoints including:

- More items in each box. Which means we are shipping less air.
- Fewer deliveries. Which has resulted in less carbon emissions and packaging waste.

This is good for the business, and importantly, better for our customers and the environment!

Here are some ideas on how workplaces can employ more sustainable practices:

1. Look for ways to reduce your reliance on grid electricity. Install solar to reduce carbon emissions and save your company money over time as well. Switch to LED bulbs, which are highly energy-efficient and last longer than traditional incandescent bulbs. LED lighting can cut your lighting-related electricity consumption significantly.
2. When purchasing plant, machinery or equipment, consider the total cost of ownership including the energy usage. Look for energy efficient solutions.
3. Ensure waste is appropriately sorted in your facilities. Invest in good signage and education for your people to ensure all waste that could be recycled is and is diverted from landfill. This may require setting up new streams of recycling to maximise diversion.
4. Work with your suppliers to find ways to improve the way you work together. Chances are the more efficient you are the more sustainable your joint business practices will become.
5. Dispose of e-waste responsibly. Incorrect disposal of e-waste can have devastating environmental effects that pollute our soil and water. In Australia alone, e-waste is responsible for 70% of toxic chemicals and electronic waste is growing at three times the rate of any other waste stream. If half of the televisions discarded annually were recycled, 23,000 tonnes of CO2 emissions would be saved⁵.
6. Clean more sustainably. After use, cleaning chemicals are inevitably washed down sinks, drains and toilets and released into the environment, making their way into our waterways, air and soil. These harmful chemicals can take a long time to degrade or may not degrade at all, killing organisms in our water sources that are essential for maintaining the natural ecosystem⁶.

⁵ In-Tec Commercial Cleaning, 2021, '5 benefits of adopting sustainable cleaning products in your workplace', <<https://www.in-tec.com.au/learning-centre/5-benefits-sustainable-cleaning-products-workplace>>

⁶ Clean Up Australia, 2019, 'E Waste', <<https://www.cleanup.org.au/e-waste>>

One size doesn't fit all – selecting the right cut protection for the job.

Ansell is a leading global provider of PPE in the health and safety space. For more than 125 years, the team has offered the solutions and expertise workplaces need to keep their teams safe.

Ansell manufactures more than 10 billion gloves per year for mechanical, single use and chemical applications. The company provides protection solutions to a range of industries to protect more than 10 million workers across the globe.

According to research, 95% of organisations experience hand injuries of some sort, and of those that measured injury costs, these injuries were estimated to cost AUD \$60,000 per year.

These figures may also be undervalued as some organisations do not include all costs associated with injuries, such as legal costs, lost productivity, training, clean-up and administration⁷. In the global market, the demand for chemical and single-use gloves has grown 15% higher than pre-pandemic levels.

But with this comes significant impacts. While technology has the potential to improve safety, it can also present new challenges and risks that need to be carefully managed.

Choosing a glove that is fit-for-purpose

When used in conjunction with the other hierarchy of controls, PPE is a highly effective way to reduce hand injuries and choosing the right glove for the job is crucial for worker safety. Ensure you have chosen a glove that is fit-for-purpose and suitable for the industry and task at hand. Consider these three important factors when choosing your next pair of gloves:

1. Environment and application
2. Level of protection required
3. Additional properties required (i.e. dexterity or extra grip)

A great way to check the level of protection is to use the EN ISO standard. This cut level resistance is measured in Newtons and ranges from 2 (Level A) through to 30 (Level F). The more weight required to cut through the glove material, the higher the rating.

This standard was revised and the EN388 2016 labelling requirements now include a pictogram followed by up to six position-specific numbers or letters, indicating test performance ratings. For alpha ratings, A is the lowest and F the highest resistance to cut. Numeric ratings run from one (the lowest) to four or five⁸.



⁷ Ansell, 2018, 'Ansell Publishes Second Edition of Hand Safety Report in Partnership with NSCA Foundation', <<https://www.ansell.com/us/en/media/press-releases/ansell-publishes-second-edition-of-hand-safety-report-in-partnership-with-nsca-foundation>>

⁸ Ansell, 2018, 'CHOOSING THE RIGHT CUT PROTECTION', <<https://www.ansell.com/-/media/projects/ansell/website/pdf/industrial/madewithhyflex/choosing-the-right-cut-protection.ashx?rev=016ce3674f3c4c81a994f1b0100438a6>>

The different elements of a cut-protective glove

Each glove is constructed differently depending on its application and properties. A high cut protective product is typically made from material that gets extruded into a thread and spun into a yarn to create a cut-resistant fibre.

These materials may be made from high-performance polyethylene (HPPE), stainless steel, basalt rock, tungsten, glass or kevlar. To maintain user comfort, materials like nylon, cotton, elastane or spandex can be weaved in and used as comforter threads. Latex is commonly used on the cuff to provide a snug fit and a coloured band is used to represent different sizes for easy identification.

Additional elements such as a thumb croch (situated in the area between the index finger and the thumb) can be used to provide the glove with greater durability. Finally, the glove may be coated to obtain specific properties like grip.

Ansell is currently working on new product innovations, such as thinner and more lightweight gloves with a high cut rating while also retaining dexterity and comfort. With the increasing growth of digitisation in safety industries, Ansell is also focused on enhancing touchscreen enabled gloves that allow workers to operate machinery and other technologies equipped with touch screens.

Employers want to better understand the standards and different types of PPE to make sure they have the right equipment and processes in place.



How to choose the right spill kit for your site.

Did you know that all workplaces must make provision for the containment and management of spills in every area where hazardous liquid, including common cleaning chemicals, is used, handled, generated, or stored?

Winc offers a wide range of spill kits to meet all your workplace needs. Here, Glen Shepherd, Head of Health, Hygiene & Safety at Winc helps you choose the right spill kit for your workplace.

Understanding your obligations

Glen suggests starting your selection process by identifying any activities or areas of your site that may cause pollution. “Evaluating and managing the risk of environmental pollution happening at your workplace using a risk assessment approach is essential. Businesses can maintain compliance and safety by making sure they are up to date with the regulations that apply to chemical spills,” says Glen.

According to the Environment Protection and Biodiversity Conservation Act 1999, businesses who fail to implement adequate spill control measures face up to 5,000 penalty units (\$1,110,000) for an individual and up to 50,000 penalty units (\$11,100,000) for a body corporate⁹. “While each workplace is different, and the issues and responses required will vary accordingly, it’s important that your business has an incident management and spill response plan to ensure that any incidents that do occur are managed safely and in a manner that minimises harm to site personnel, the environment and the business,” explains Glen.

Determine the type of spill

Spills are generally classified into three types:

1. Water-based liquids or non-hazardous chemicals (e.g. coolants, paint, degreasers)
2. Hydrocarbon (e.g. oils, fuel, solvents)
3. Hazardous chemicals (e.g. acids, corrosive liquids, cleaning chemicals)

“Conduct a risk assessment to determine the types of hazardous substances used within the business and determine the potential risk that could lead to a pollution incident,” says Glen.

Size of potential spill

According to Glen, considering the size of your largest likely spill is the best practice in ensuring your workplace has the correct size spill kit. “A good rule of thumb is selecting a spill kit that can absorb your maximum likely spill.”

WARNING

Duty of care requires incident prevention with appropriate spill control measures.

Maximum penalty for individuals:

7 years’ imprisonment
\$1,110,000 fine



So, which is the right spill kit for your workplace?

General purpose spill kit (Blue bin)

for all water-based fluids or non-hazardous chemical; commonly used around high-traffic areas and near machinery.



Oil and fuel spill kit (Yellow bin)

for hydrocarbon fluids such as motor fluid, hydraulic oil, turpentine; also suitable for marine spills.



Chemical spill kit (Red bin)

for hazardous or unknown liquid; ideal for all sites because the red colour allows for easy visual identification and location in an emergency¹⁰.



¹⁰ Stratex, '3 Spill Kit Types – Which to Choose?', <<https://stratex.com.au/which-spill-kit/>>

Safety boots fit for Australian conditions.

With 60 years' experience in safety footwear, the experts at uvex have applied a comprehensive research process to understand the unique physical and environmental stresses of different workers. The uvex x-flow range has been designed specifically around the issues that face Australian and New Zealand workers.

In Australia, extreme weather events are increasingly likely to disrupt the normal operation of many businesses. Already in 2023, July has been marked as the Earth's hottest month since global records began in 1880¹¹, in addition to ocean storms, fires, flooding and droughts. Whether your teams work in industries such as warehousing and logistics or mining and construction, having the right safety footwear for the working environment is important.

Having the right footwear is key to preventing injuries. Findings from the latest Key Work Health and Safety Statistics 2023 shows that body stressing, falls, slips and trips, and being hit by moving objects are the causes of most work-related injuries in Australia¹².

These high-performance safety boots are designed to move as one with the body and integrate innovative technologies to help keep workers cool and minimise fatigue. This includes minimised weight and improved power generation with the aim of improving productivity and well-being. The footbed is made from 87% recycled production waste foam and the top cover fabric is made from 100% recycled PET plastic.

Features such as toe protection are used in most trades and industries but consider whether your teams also need enhanced heat, electrical or slip resistance. According to ABS, in 2021-2022, 17% of work-related injuries were fall on same level, i.e., slips, trips and stumbles¹³.

All safety footwear in Australia and New Zealand must pass the certification requirements outlined in AS 2210.3. When selecting safety footwear, always consider comfort and the potential hazards unique to your teams' working environment.

uvex x-flow features:

Leather upper
makes it heat resistant and water repellent

uvex seam free heel cradle
for stability and durability

Electrical-resistant (EH)
sole compound is resistant to electrical current helping to reduce dangers with accidental contact with electricity. Electrical Hazard certified according to ASTM F2413-17. *

Fuel oil resistant
Outsole resistant to exposure fuel oil.

Composite toecap
Lightweight composite toecap that is metal free, non-conductive, insulative and airport friendly. Complies with Australian standards (2210.3) and meets the same standards as steel toecaps.

300°C heat resistance
Heat resistant nitrile rubber outsole is resistant to contact with hot material.

Slip resistant sole



¹¹ The National Aeronautics and Space Administration, 2023, 'NASA Announces Summer 2023 Hottest On Record', <<https://www.nasa.gov/press-release/nasa-announces-summer-2023-hottest-on-record>>

¹² Safe Work Australia, 2023, Key Work Health and Safety Statistics Australia, <<https://data.safeworkaustralia.gov.au/insights/key-whs-stats-2023>>

¹³ Australian Bureau of Statistics, 2023, 'Work-related injuries' <<https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/work-related-injuries/latest-release>>



uvex 2 = medium

Designed for medium application areas which require the footwear to be significantly more robust. Typically users include trades people, public sector employers and medium industry.



uvex 3 = heavy

Designed for heavy application areas where external influences place extensive demands on the footwear durability and stability. They are usually found in mining, construction, heavy mechanical engineering and civil engineering.





**Request a call from a Winc Safety Expert
and learn more about how we can help.
Visit www.winc.com.au/services/safety/**