COLLINS FOODS LIMITED
ACN 151 420 781

Health, Safety and Wellbeing Policy

At Collins Foods Limited we care about our people and customers. Our values underpin everything we do. They help us towards our vision to be the 'World's Top Restaurant Operator' and our mission to deliver on 'Restaurants Done Better'.

Our core value of 'People at the Heart' centres our commitment to provide a safe and healthy work environment for our team members, contractors, visitors and customers. We will always place health, safety and wellbeing at the forefront of our decisions and actions so that we eliminate or minimise risks so far as is reasonably practicable.

We all have a role to play in protecting ourselves, our people and our customers. We will:

- Identify health, safety and wellbeing hazards and eliminate or minimise the risks of these so far as is reasonably practicable.
- Comply with all relevant health, safety and wellbeing legislation and standards.
- Learn from incidents and establish, monitor and review targets and objectives for continually improving the health, safety and wellbeing of our people and customers.
- Provide information, training, instruction and supervision to our people.
- Consult and communicate with our team members on health, safety and wellbeing matters.

We ask all team members and contractors to:

- Take all reasonable efforts to complete work in a safe and healthy manner.
- Follow all health, safety and wellbeing procedures, instructions and rules.
- Complete all required health, safety and wellbeing related training.
- Report all incidents, injuries, near misses, hazards and concerns to your supervisor or manager.
- Use all equipment as instructed and always wear Personal Protective Equipment when required.

No task is so important that it cannot be conducted in a safe way. All team members and contractors have the right to stop work if they genuinely believe it is unsafe. If work is stopped for health and safety concerns, the relevant supervisor or manager of the work area must be immediately informed. Work can only proceed if the risks are managed appropriately. The issue should be escalated if a local solution cannot be achieved.

Xavier Simonet
Managing Director & Chief Executive Officer
Collins Foods Limited

Document number	Approved by	Date issued	Next review date	Version
CFL-HR-WHS-POL-0001	MD & CEO	July 2025	July 2027	3.0