

### **Company description:**

Casella Family Brands is Australia's largest family-owned wine company, founded in 1969 by Filippo and Maria Casella. Based in Yenda, New South Wales, the company is renowned for its [yellow tail] wine brand, which has become a global phenomenon. Expansion of the company now includes Australia's most iconic wineries including Peter Lehman Wines, Brands Laira, Morris of Rutherglen and Baileys of Glenrowan. Today, Casella Family Brands is led by Managing Director Giovani Casella and continues to produce a wide range of wines, beers and spirits; showcasing the excellence of Australian winemaking and distilling.

### **Objective:**

Our aim is to provide a positive health and safety culture for all employees, contractors, and visitors. This policy outlines our commitment to maintaining the highest standards of work, health and safety.

### **Scope:**

This policy applies to all employees, contractors, and visitors at all Casella Family Brands locations.

### **Policy statement:**

Casella Family Brands recognises its moral and legal responsibility to provide a safe and healthy work environment for workers (including contractors and workers of contractors), clients and visitors to the workplace.

Casella Family Brands is committed to the prevention of work-related injury and ill health of its staff, contractors and visitor within its working environment. It is our policy to ensure that any work carried out within the scope of the business is conducted in compliance with the WHS Management System.

Emphasis will be placed on effective management, ensuring a systematic approach to the identification of risks using a hierarchy of controls and, the allocation of financial and physical resources to control these risks. To deliver these responsibilities, Casella Family Brands undertakes to:

#### **1. Leadership and Commitment:**

- Top management is committed to providing leadership and resources to ensure the effective implementation of this WHS policy.
- We will integrate WHS considerations into all business decisions and processes.

#### **2. Worker Participation:**

- We encourage active participation and consultation with employees and their representatives in all aspects of WHS management.
- Employees are encouraged to report hazards, incidents, and near-misses without fear of reprisal.

3. Hazard Identification and Risk Assessment:
  - We will systematically identify workplace hazards and assess risks to ensure appropriate control measures are implemented
  - Regular risk assessments will be conducted to identify potential hazards and evaluate the effectiveness of existing controls.
4. Elimination of Hazards and Risks:
  - We are committed to eliminating hazards and reducing risks to the lowest possible level through effective risk management strategies.
  - Where elimination is not possible, we will implement control measures to minimise risks.
5. Primary Risks Encountered:
  - Chemical Exposure: Handling hazardous/dangerous chemicals during the winemaking/distilling process.
  - Machinery and Equipment: When operating and maintaining machinery during beverage manufacturing.
  - Mobile plant: Risks when operating near people, utilities, uneven surfaces
  - Manual Handling: Risks from lifting and moving objects, such as wine barrels and cases, conducting maintenance activities.
  - Slips, Trips, and Falls: Risks from wet surfaces and uneven flooring.
  - Confined Spaces: Risks associated with working in confined spaces such as fermentation tanks.
  - Fire and Explosion: Risks from flammable substances and processes.
  - Noise: Exposure to high noise levels from machinery and equipment.
6. Legal and Regulatory Compliance:
  - We will comply with all relevant WHS legislation, regulations, and standards.
  - Regular audits and reviews will be conducted to ensure ongoing compliance.
7. Objectives and Targets:
  - We will establish measurable WHS objectives and targets to drive continuous improvement.
  - Progress towards these objectives will be regularly monitored and reviewed.
8. Training and Competence:
  - We will provide necessary training and resources to ensure all employees are competent to perform their duties safely.
  - Ongoing training and development programs will be implemented to enhance WHS awareness and skills.
9. Emergency Preparedness and Response:
  - We will develop and maintain emergency response plans to effectively manage potential incidents and emergencies.
  - Regular drills and exercises will be conducted to ensure preparedness.



10. Incident Investigation and Reporting:

- All incidents, including near misses, will be promptly reported and thoroughly investigated to identify root causes and prevent recurrence.
- Lessons learned from incidents will be communicated and used to improve WHS practices.

11. Continual Improvement:

- We are committed to the continual improvement of our WHS management system.
- Regular reviews and audits will be conducted to identify opportunities for improvement and ensure the effectiveness of our WHS practices.

Responsibilities:

- Senior Management: Provide leadership, resources, and support for the implementation of this policy.
- Managers and Supervisors: Ensure compliance with WHS procedures and promote a safe working environment.
- Employees: Follow WHS procedures, report hazards, and participate in WHS activities.

Review: This policy will be reviewed annually or whenever there are significant changes in operations, legislation, or following a major incident.

Approval: This WHS policy is approved by Managing director Giovanni Casella.

Giovanni Casella:      Date: 5/6/25