

# OUR HEALTH, SAFETY AND INJURY MANAGEMENT POLICY

Here at the Cotton On Group we exist to make a positive difference in people’s lives. Our team members, customers, contractors, suppliers and communities are at the heart of everything we do, and at the forefront of every decision we make.

Our safety vision is straightforward – zero injuries – supported by a simple message: Safety Matters!

### Our Ethical Framework

Health, safety, wellbeing and injury management are integral parts of our Ethical Framework. We are committed to ensuring the ongoing welfare of our team members, customers, contractors, suppliers and communities at all times.

### Safety Matters Framework

This policy incorporates our Group safety management framework, Safety Matters.

Safety Matters is designed to minimise and control health and safety risks across the Group, whilst ensuring legislative compliance. It also enables us to establish and maintain measurable objectives and targets to ensure we continuously improve our safety performance, whilst reducing workplace injuries and illnesses.

Through our Safety Matters program, we encourage and empower our team members to be responsible and accountable for maintaining a safe environment, including identifying and controlling hazards and risks within our business.

### When we are at our best

In accordance with our Safety Matters framework and planning, we’re committed to transparent communication and consultation with our team members and our business stakeholders. We will provide relevant training, information and advice on matters that directly impact their health, safety and wellbeing.

### Caring for our team

We’re committed to providing our teams with an honest and transparent injury and claims management process in the unfortunate event they are injured while at work. This includes providing suitable duties in line with current medical advice, as well as developing and monitoring Return to Work Plans in consultation with the team member.

### Confidentiality

Personal information relating to health and safety issues will be treated confidentially in accordance with the relevant country legislation we operate in.

### Governance

We are committed to ensuring legislative compliance in all countries in which we operate.

### Feedback

We value feedback and are constantly looking for opportunities to improve. If you have any ideas or suggestions relating to this policy please email the safety team at [safety@cottonon.com.au](mailto:safety@cottonon.com.au), or contact our Confidential Hotline.

.....  
This policy was created with our values and ethical framework in mind, which underpin everything we do and every decision we make.



**Michael Hardwick**  
CHIEF FINANCIAL OFFICER