



TARONGA WORK HEALTH & SAFETY CHARTER

Published April 2025

Taronga is committed to provide a safe environment for its people and guests, striving to rise beyond zero harm – focusing not only on injury prevention but also on fostering a positive and proactive safety culture.

We believe that safety is everyone's responsibility, and that risks can be effectively managed to prevent harm. Together, we create workplaces that are physically and psychologically safe, ensuring the wellbeing of our people while also maintaining a safe and welcoming environment for our guests.

OUR COMMITMENT

We are dedicated to:

- Championing a culture of safety at every level, from executives to frontline staff.
- Implementing and continuously improving TarongaRISE, our WHS management system, to effectively and inclusively manage physical and psychosocial risks.
- Prioritising the identification and elimination of risks. Where elimination isn't possible, we minimise risks through proactive planning and design.
- Fostering a just culture where hazards, near misses, and incidents are reported and addressed openly and constructively, without fear of reprisal.
- Thoroughly investigating incidents, implementing preventative measures, and sharing lessons learned across teams. Workers will be involved in the investigation process where appropriate.
- Providing a supportive return-to-work program for workers with physical or psychological illness/injury, focusing on a safe and timely recovery with where possible, access to modified duties, flexible hours, and rehabilitation services.
- Empowering every team member with the information, training, induction, and supervision needed to perform their work safely.
- Actively seeking and acting on worker feedback to continuously improve WHS.
- Engaging with contractors and other persons conducting business at Taronga to ensure they uphold our shared commitment to safety. We hold contractors to the same high safety standards as our employees.

OUR SHARED RESPONSIBILITY

Leaders will:

- Champion a culture of safety by actively participating in WHS initiatives.
- Ensure resources are available to implement the WHS management system.
- Lead by example, demonstrating safe work practices.
- Regularly communicate with workers about WHS performance and improvements.
- Ensure risks are identified and managed, including psychosocial risks by addressing issues like stress, bullying, and harassment. Confidential reporting mechanisms and support resources will be readily available.

We all will:

- Proactively identify and report hazards and unsafe conditions.
- Follow safe work procedures and use required safety equipment.
- Participate in WHS training and contribute to safety discussions.
- Support our colleagues and speak up if we see something unsafe.
- Provide feedback on the WHS system and suggest improvements.
- Understand and adhere to the principles of a just culture, reporting incidents openly and honestly.

DEMONSTRATING OUR COMMITMENT

By embedding health and safety into our culture, we ensure Taronga remains a safe, inclusive, and supportive place for everyone. Every one of us has a role to play in upholding this commitment – because safety is our shared responsibility.



Cameron Kerr
Director and Chief Executive