



# COMMUNICATION AND CONSULTATION POLICY

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The Cava Group of Companies is unwavering in its commitment to fostering communication and consultation with employees. We firmly believe that tapping into the knowledge and experience of our workforce contributes to making well-informed decisions regarding the safe execution of work.

In our collective pursuit of health and safety excellence, we recognise that everyone shares the responsibility for creating a safe workplace. This includes workers, visitors, and any other individuals present. To promote continuous improvement in workplace health and safety, as well as to minimise the occurrence and impact of injuries and illnesses, we adhere to the principles outlined in the Work Health and Safety Management System.

The Cava Group of Companies expects active support from all workers, visitors, and other individuals within our workplaces to fulfill our commitment. This support involves:

- Cultivating safety leadership and nurturing an organisational culture where health and safety are integral to both management and work.
- Adopting a planned and systematic risk management approach that identifies hazards, assesses risks, minimises or eliminates risks, implements controls and continually monitors and evaluates control measures.
- Encouraging the open raising of health and safety concerns without fear of reprisal.
- Sustaining effective communication and consultation on work health and safety with staff, other workers, health and safety representatives, and relevant entities conducting business or undertaking.
- Collaborating, cooperating, and coordinating with parties managing or controlling workplaces beyond the Cava Group of Companies' direct management to ensure, as reasonably practicable, a safe environment.
- Providing relevant training, safe systems of work, instruction, information, and supervision to empower workers to perform their duties and study safely and effectively.
- Upholding an efficient process for reporting and resolving health and safety issues.
- Leveraging internal and external expertise to continuously enhance workplace safety and injury management standards.

Through these concerted efforts, we aim to establish and maintain a workplace that not only prioritizes health and safety but also actively engages all stakeholders in its ongoing improvement.

**Mick Tully**  
**Director**

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