

Health, Safety and Wellbeing Policy



Current from	1 October 2025
Review period	Biennial
Sponsor	Chief People Officer
Approver	Board

Purpose

This policy sets out The Lottery Corporation's approach to health, safety and wellbeing. It supports compliance with the workplace health and safety laws and reflects our commitment to ensuring all team members, contractors and visitors are healthy, well and safe at work.

Scope

This policy applies to everyone who works at or for The Lottery Corporation (TLC), including all non-executive directors, employees, and contractors (collectively referred to as team members) and visitors to TLC locations.

Our joint commitment

We're committed to providing safe and healthy working conditions for all team members by doing everything reasonably practicable to prevent harm to those who work with, do business with and visit us. There is also a shared understanding that each individual is responsible and accountable for their own health and safety, and that of their colleagues and visitors.

Your commitment

Your commitment is to be responsible and accountable for your own health and safety, and to value the health, safety and wellbeing of all team members, contractors and visitors to TLC sites through the following:

- Following our instructions, procedures and rules in relation to legislative requirements and regulations.
- Completing all modes of training in relation to workplace health and safety.
- Proactively reporting health and safety hazards and incidents.
- Reporting all injuries and incidents.
- Using safety equipment and personal protective equipment as instructed.
- Providing feedback and participating in health, safety and wellbeing programs.

Our commitment

Our commitment is to value the health, safety and wellbeing of all team members, contractors and visitors to TLC sites through the following:

- Complying with legislative requirements and regulations relating to health and safety.
- Striving to eliminate or reduce physical and psychological health and safety risks by effectively managing hazards and risks as far as is reasonably practicable.
- Establishing health and safety objectives, setting targets, and regularly reviewing performance to achieve continuous improvement.
- Enhancing knowledge on health and safety responsibilities and completing tasks safely by providing information, instruction and training to team members to enable you to work safely.

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- Actively engaging in consultation and communication with team members on health, safety and wellbeing.
- Providing appropriate safety equipment and personal protective equipment.
- Offering as far as is reasonably practicable a supportive environment for rehabilitation after work or non-work-related injuries and illnesses.
- Promoting wellbeing by providing resources for healthy lifestyle choices.
- Supporting team member involvement in health, safety and wellbeing programs.

What happens if I breach this policy?

It is your responsibility to understand and comply with this policy. If you breach this policy, depending on the circumstances and severity of the breach, there can be serious consequences. This can include disciplinary action of different kinds; the most serious being termination of your employment or engagement.