

# Employee Notice



Wednesday, 12 August 2020

## Unacceptable levels of injury in our business

Dear Teammates,

Today I am writing to all team members to outline the terrible month that we have had in July, with six 'lost time injuries' of our employees across Bridgestone ANZ. For those that are not clear, a lost time injury is when a teammate has the inability to return to work for a period of time due to injuries caused, injuries that also impact their personal life.

This is without doubt unacceptable.

We cannot stand by and accept the injury of our teammates. We must all individually and collectively own our company position of safety and do something about it.

No one comes to work to do a bad job or to hurt themselves, let alone hurt a teammate. Why then do we continue to exceed injury rates by **eight times the industry average**? Why do we not practice the training, the protocols and the awareness that we say is so important? Or – why don't we put our hands up to say we need help?

There is not a single answer – but it begins with the culture of the business and every individual that works for this company. It is not the responsibility of a single person, or a department – safety is the responsibility of all of us.

If every person refused to accept workplace injuries and committed to doing something different or something better from today – it is then a question of the speed of momentum in returning us all to be best in class, keeping our teammates safe and delivering absolute Excellence in the Fundamentals of Safety.

My commitment is this – for every serious incident, I will have a meeting with the impacted site and individuals to understand what the root causes are and what activities will be immediately implemented to ensure it is not repeated. In the current circumstances this may well be WEBEX, but it will happen. I also request that all countermeasures are agreed to and endorsed by the management chain, so that the Incident Report presented to me has been through a process of complete visibility and broad company input. We must own this, together.

Let's become the business that others want to mirror their Safety performance on. I'm asking you to please help me do this.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Stephen Roche', with a horizontal line underneath.

**Stephen Roche**  
Managing Director – BSANZ