



1 PURPOSE

Cricket Australia (CA) is committed to protecting the physical and psychological health, safety and wellbeing of all workers, players, contractors and volunteers, and to providing and maintaining a workplace where everyone can work safely and thrive in their role.

2 APPLICATION AND SCOPE

This policy applies to all CA workplaces and activities, including offices, training environments, match and event venues, travel and any location, including overseas where CA work is undertaken. The policy also applies to workers (including employees), players, contractors and volunteers and extends to fans, visitors and the wider cricket community where CA has influence or control over health and safety risks or other persons may be affected by CA work.

3 POLICY STATEMENT

CA is committed to ensuring, so far as is reasonably practicable, the health and safety of workers and other persons by providing and maintaining a safe and risk-free work environment, and by embedding effective work health and safety practices into all aspects of its operations.

CA's specific commitments are detailed in our WHS Commitment Statement (Appendix 1) and will be displayed at all office locations of CA.

4 ROLES & RESPONSIBILITIES

4.1 Directors and Executive Team

- Provide visible leadership and set expectations for WHS performance and culture.
- Ensure financial physical and human resources are available to manage WHS risks.
- Monitor WHS performance, including risks, incidents and corrective actions.
- Ensure WHS is integrated into governance and decision-making, including consultation where required.

4.2 Leaders, Managers and Supervisors

- Implement this policy and associated procedures within their areas of responsibility.
- Identify hazards, assess risks and ensure controls are implemented and maintained.
- Ensure workers, players, volunteers and contractors receive appropriate induction, training, instruction and supervision.
- Consult with workers and their representatives on WHS matters, including changes that may impact health and safety.
- Ensure incidents, hazards and near misses are reported, investigated and addressed.

4.3 Workers, Players and Volunteers

- Take reasonable care for their own health and safety, and the health and safety of others who may be affected by their actions.
- Participate in required induction, training, education and consultation activities.
- Comply with CA WHS policies, procedures and reasonable instructions.
- Report hazards, near misses, incidents and injuries as soon as possible.
- Use equipment safely and as directed.

- Use required safety and protective equipment and only undertake work that you are competent and authorised to perform.

4.4 Contractors, suppliers and visitors

- Comply with CA WHS requirements, including site rules, inductions and directions when on CA premises, at CA controlled venues or during CA events
- Provide safe systems of work, competent personnel and compliant equipment relevant to their services.

5 CONSULTATION & COMMUNICATION

CA will, so far as is reasonably practicable, consult with workers and their representatives on WHS matters, including the identification of hazards, assessment of risks and decisions regarding control measures, changes to work that may affect health and safety, and the adequacy of facilities, training and procedures.

6 RISK MANAGEMENT

CA will implement a systematic risk management approach to WHS, including the identification of hazards, assessment of risks and implementation of control measures in accordance with the hierarchy of control. WHS risks will be monitored and reviewed regularly in response to incidents, changes in work activities or conditions, or when new information becomes available.

7 TRAINING, INDUCTION & SUPERVISION

CA will ensure people are provided with the information, instruction, training and supervision necessary to perform their work safely. Role specific and site-specific requirements will be addressed, and competency will be considered when allocating work, engaging contractors and planning activities and events.

8 INCIDENT REPORTING, RESPONSE & INVESTIGATION

All hazards, near misses, incidents and injuries must be reported as soon as possible in accordance with CA procedures. CA will investigate incidents to identify root causes and implement corrective actions, including notification to regulators where required.

9 MONITORING, ASSURANCE AND REVIEW

CA will monitor WHS performance, conduct assurance activities and review effectiveness of controls measures, including psychosocial risk controls.

10 LEGISLATION AND STANDARDS

This policy aligns with applicable WHS legislation and regulatory guidance across all Australian jurisdictions in which CA operates, including relevant State and Territory WHS or OHS Acts, Regulations and Codes of Practice.

11 RELATED DOCUMENTS

- Appendix 1 - WHS Commitment Statement

Appendix 1:

WHS Commitment Statement

We are committed to protecting the physical and psychological health, safety and wellness of all workers, players, contractors, and volunteers, building, and sustaining a workplace where everyone can work safely and thrive in their role.

This commitment to safety applies to our fans, visitors and the wider cricket community and is part of enhancing the benefits associated with our vision of cricket being Australia's favourite sport – a sport for all Australians.

As part of this commitment, Cricket Australia will:

- Implement responsible risk management practices that eliminate or minimise any adverse health or safety impacts, in a reasonably practicable manner,
- Comply with all relevant safety Legislation, Codes of Practice, Standards and Regulator Guidelines,
- Identify, assess, and manage hazards and risks on an ongoing basis, in all workplaces where CA workers, players, fans and visitors will be,
- Regularly review and report on safety performance - identifying opportunities for improvement,
- Provide our workers with workplace specific training and supervision that allows them to work safely and feel empowered to not work in any situation or circumstance that is unsafe,
- Consult and communicate with our people on safety matters and in circumstances where the requirements of their job may change or be affected by safety concerns,
- Maintain safe working conditions for all, so that our places of work, vehicles, tools, plant, and equipment are safe and fit for purpose,
- Lead by example by demonstrating and supporting a positive behavioural commitment to be health and safety.

As part of our commitment, our Directors and Executive Team will provide leadership and direction, allocate appropriate financial and physical resources, and monitor and respond to risk and incident performance data.

Our Workers, Players and Volunteers will:

- Take reasonable care for the health and safety of themselves and others,
- Participate in training and education,
- Follow CA's safety policies, procedures, and guidelines,
- Report any incidents that occur, or hazards that you come across in your workplace,
- Utilise safety and protective equipment when required.



Todd Greenberg — CEO

Date: 5 June 2026