TENNANT COMPANY

Date: 13/07/2026
Document Number: WHS POL 002
Version: 6

COMMITMENT TO CONSULT POLICY STATEMENT

Tennant Company (Tennant) understands that consultation is not just a legal requirement but is an essential part of managing workplace health and safety risks. Tennant understands that a safe workplace is more easily achieved when everyone involved in the workplace communicates with each other to identify hazards and risks, talks about any health and safety concerns, and works together to find solutions. This includes cooperation between the people who manage or control the work and those who carry out the work or who are affected by the work.

Tennant is committed to worker involvement through consultation and communication processes by drawing on the knowledge and experience of workers, to ensure that more informed decisions can be made about how the work should be carried out safely. No person will be excluded from these processes as a result of language barriers associated with non-English speaking backgrounds or literacy issues. Our commitment extends to:

- Acknowledgement and adherence to the methods of consultation as made available to use by relevant state Work Health and Safety legislation;
- The establishment of consultative forums following consultation with workers;
- The review of consultation and communication processes to ensure efficiency and effectiveness and that all safety issues are being adequately addressed;
- Encouraging workers to provide feedback to management outside of agreed formal forums;
- The involvement of workers in the creation and review of procedures and work instructions that impact on their health and safety;
- The provision of minutes of discussions and decisions arrived at during agreed forums via company noticeboards, electronic means, and scheduled meetings.

Management will ensure the implementation of consultative forums that comply with these objectives, and will ensure that all workers have the opportunity to provide feedback designed to improve the safety of the workplace.

Workers will actively support management in providing a safe workplace by using agreed forums and other consultation methods to provide constructive feedback.

This Policy statement will be made available to any interested or affected parties on request and will be prominently displayed within the company premises.

This Policy Statement is based upon the Australian states and NZ legislative requirements, and AS/NZ Standard AS4801. This Policy Statement will be reviewed every 2 years, via the consultation processes agreed to within the workplace, or as changes to legislation and policies and procedures necessitate.

Lisa Atherton
General Manager ANZ