



Health, Safety & Wellbeing Policy

Personal Safety Leadership, Care and Empathy are core values that shape our health, safety and wellbeing culture. They guide how we lead, consult, manage risk, support wellbeing and continually improve. Everyone who works with us, including employees, suppliers and contractors, is expected to take an active role in caring for themselves and others.

In giving effect to these values and meeting our responsibilities, we:

- Exercise due diligence through informed leadership, maintaining health and safety knowledge, and ensuring effective health, safety and wellbeing systems are implemented, monitored and continually improved.
- Build a culture of care, empathy and personal safety leadership by encouraging everyone to take ownership of health, safety and wellbeing, apply Programmed's Safe Work Essentials, participate in consultation, and speak up about hazards, and improvement opportunities.
- Manage health, safety and wellbeing risks through a structured and pragmatic risk-based approach by identifying hazards, assessing exposures, implementing effective controls, and empowering workers to stop work where a serious risk exists until it is reported, assessed and controlled.
- Protect physical, psychological and organisational wellbeing by managing psychosocial hazards, fitness for work, organisational change and other current and future risks, including those associated with climate change and environmental conditions.
- Work collaboratively with workers, contractors, customers and suppliers to manage risks, including setting clear expectations, communicating relevant information, assessing capability and reviewing performance.
- Identify, monitor and comply with applicable health and safety legal and other requirements, ensuring they are reflected in our operations, decision-making and management systems.
- Expect workers to take reasonable care for their own health and safety and that of others, follow relevant policies, procedures and instructions, and promptly report hazards, incidents and near-miss events.
- Set clear, measurable objectives, monitor performance and review effectiveness to ensure continual workplace health, safety and wellbeing outcomes.

Above all, we believe everyone has the right to go home safely every day. We all have a part to play in achieving this.

We demonstrate our commitment through this Policy by:

- Maintaining a certified and continually improving Health, Safety and Wellbeing Management System aligned with legal and industry requirements.
- Providing health, safety and wellbeing training, instruction, supervision and leadership development to build capability across our workforce.
- Implementing programs and initiatives that support physical health, psychological health and overall wellbeing.
- Conducting risk assessments, inspections, audits and reviews to identify hazards, verify controls and improve performance.
- Consulting with workers and relevant stakeholders on matters that may affect health, safety and wellbeing.
- Investigating incidents, hazards and near misses to identify root causes, share learnings and prevent recurrence.
- Recognising and promoting positive safety leadership, proactive reporting and worker engagement in health, safety and wellbeing.
- Monitoring emerging and changing risks to worker health, safety and wellbeing and implementing effective controls.
- Consulting with workers and relevant stakeholders on matters that may affect health, safety and wellbeing.
- Investigating incidents, hazards and near misses to identify root causes, share learnings and prevent recurrence.
- Recognising and promoting positive safety leadership, proactive reporting and worker engagement in health, safety and wellbeing.
- Monitoring emerging and changing risks to worker health, safety and wellbeing and implementing effective controls.

This policy applies to all activities undertaken by PERSOL | Programmed.

Graeme Hurn
CEO Programmed

Our purpose is to build outstanding people, strong customers and great communities.