

Group Health, Safety and Wellbeing Policy

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

Personal Safety Leadership and *Care and Empathy* are two of our core values that defines our health, safety and wellbeing culture. We encourage all our employees, suppliers and contractors to take an active role in visibly demonstrating safety leadership, regardless of their organisational position. We take our responsibility for providing a healthy and safe workplace seriously and we do this by:



Nurturing an environment of *care and empathy* for those around us and maintaining a focus on health and wellbeing.



Encouraging all our employees, suppliers and contractors to take personal ownership over their health and safety and proactively adopt Programmed's, Safe Work Essentials.



Implementing systems that enhance a supportive culture that minimises psycho-social harm risks and contributes to a mentally healthy working environment.



Setting clear and measurable objectives for the organisation to ensure continual workplace health and safety improvement.



Being visible to our teams across the spectrum of our work activities and proactively demonstrating *personal safety leadership* in everything we do.



Ensuring that all affected parties are consulted and involved in decisions which impact their health, safety and wellbeing.



Seeking, recognising, and promoting examples of *personal safety leadership* to foster the growth of our health and safety culture.



Regularly communicating relevant health and safety information in the workplace and providing appropriate health and safety training, instruction and supervision.



Implementing a pragmatic risk management approach to health and safety by identifying and managing the risk exposures of our activities and responding to improvement opportunities in a timely manner.



Learning from our incidents and taking action on incident prevention solutions.



Identifying, monitoring and complying with applicable health and safety laws, codes, standards and other regulatory obligations.



Implementing systems which ensure the fitness for work of all parties, including not being affected by drugs and having a zero-blood alcohol content while working.

This policy applies to all activities undertaken by Programmed.



Takayuki Yamazaki
CEO Persol APAC