

# Group Health and Safety Policy

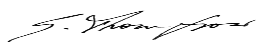
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To build outstanding people, strong customers and great communities.  
At Programmed, safety is at the forefront of everything we do. We live by the philosophy that all injuries are preventable.

Programmed recognises that responsible health and safety management is an integral element of our responsibility to our employees, contractors, customers, the community and other stakeholders. Programmed and its management demonstrates its responsibility and commitment to providing a safe workplace through the following actions:

- ▶ Creating an environment of care and empathy for those around us and maintaining a focus on health and wellbeing
- ▶ Being visible to our teams across the spectrum of our work activities and demonstrating personal safety leadership in everything we do
- ▶ Implementing a pragmatic risk management approach to health and safety by identifying and managing the risk exposures of our activities, and identifying opportunities to improve
- ▶ Identifying, monitoring and complying with applicable health and safety laws, codes, standards and other regulatory obligations
- ▶ Setting clear and measurable objectives for the organisation to ensure continual improvement and to facilitate our goal of Zero Harm
- ▶ Facilitating consultation activities to ensure all parties are involved in decision making processes which impact on their health and safety
- ▶ Communicating health and safety information to all persons in the workplace and providing health and safety training, instruction and supervision to all relevant persons
- ▶ Articulating and measuring the health and safety roles and responsibilities of our people and engaging appropriate internal and external expertise for activities when required
- ▶ 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.
- ▶ Ensuring the accurate reporting and recording of all incidents, undertaking investigations to establish cause, and taking all practicable steps to prevent recurrence
- ▶ Regularly monitoring the objectives of this policy to ensure their effective implementation

This policy applies to all activities undertaken by Programmed.



**Glenn Thompson**

Managing Director and Group CEO