

1. Purpose

This Policy applies to all employees and contractors of PERSOL ASIA PACIFIC PTE LTD (“**PAPAC**”) and its subsidiaries (individually and collectively the “**Company**”). The Company is committed to providing a safe and healthy work environment to all its permanent, on-hire employees, contractors and others who are impacted by our business operations. Our workplace health and safety practices are based on our understanding that everyone has a responsibility to contribute to a safe work environment.

2. Zero Harm

Our goal is zero harm, achieved by preventing workplace injuries and illness. We achieve this by:

- Managers complying with legislation, health and safety standards and best practices in their workplace.
- Clearly defining health and safety responsibilities for managers and employees.
- Providing managers and employees with relevant training, education and resources so they understand and can completely fulfil their health and safety responsibilities.
- Understanding the different environments our employees work in and addressing risks using a consultative and co-operative approach between managers, employees and our clients.
- Making sure all incidents and injuries are accurately recorded, reported and investigated within defined timeframes.
- Having open dialogue with all employees and their nominated representatives on health and safety matters.
- Formally recognising and promoting excellence in health and safety performance initiatives

3. Review

We believe that a healthy and safe work environment is vital to supporting the Company’s growth and performance. The effectiveness of our management of health and safety is reviewed periodically.