

Updated HSEQ and Injury Management Policies



As part of our commitment to continuous improvement, we have recently reviewed and updated the policies below, following a period of consultation:

- **Programmed Group Health and Safety Policy**
- **Programmed Group Quality Policy**
- **Programmed Group Injury Management Policy**
- **Programmed Group Environmental Policy**

Our HSEQ and Injury Management policies are the cornerstone of our HSEQ Management System. They assist in defining our organisational direction, so it's important that all employees and stakeholders are familiar with them.

Our policies help to:

- Communicate the organisations culture, values and philosophy
- Document what is expected regarding performance and behaviour
- Outline a clear set of objectives that everybody is working towards
- Provide a framework for the development of our management systems
- Set guidelines and parameters for how the business operates to ensure consistency

Policies are living documents and it's essential that they continue to evolve and change to reflect the current business needs and risks.

Key changes to our Group policies include:

Health and Safety Policy	<ul style="list-style-type: none">• Renamed Health, Safety and Wellbeing Policy to further cement wellbeing as a core focus.• Now incorporates psychosocial risks• Includes reference to our Safe Work Essentials
Environmental Policy	<ul style="list-style-type: none">• Renamed Sustainability policy as this aligns with our environmental and sustainability direction• Includes our goal of reaching Net Zero CO2-e (carbon equivalent) emissions for our Scope 1 and Scope 2 operations by 2030.• Includes our commitment to contributing to the circular economy and minimising generated waste.
Quality Policy	<ul style="list-style-type: none">• Includes a reference to our commitment to the continuous improvement of our HSEQ Management systems that support our operations• Includes more on obtaining and using customer feedback to implement improvements that enhance the customer's experience• References our internal audit program to ensure we meet customer's expectations
Injury Management Policy	<ul style="list-style-type: none">• Reflects minor cosmetic changes

Please take the time to review the updated policies and if you have any questions regarding the changes, contact your Programmed HSE team member.