

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.



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



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



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



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



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



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



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



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



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



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



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.



Continually monitor the effects of climate change on our operations and proactively taking necessary measures to safeguard the safety and well-being of our team.

This policy applies to all activities undertaken by Programmed / PERSOLKELLY.

Takayuki Yamazaki
CEO Persol APAC