

## HEALTH, SAFETY & WELLBEING POLICY

### OBJECTIVE

PF Olsen is committed to providing and maintaining a safe and healthy workplace for all, through:

- Eliminating hazards and reducing health and safety risk;
- Promoting and empowering staff and contractor health and wellbeing;
- Engaging openly with our staff and contractors.

### WE COMMIT TO:

1. Develop and promote a culture of workplace safety leadership.
2. Comply with all relevant laws and, where appropriate, exceed statutory requirements and codes of practice.
3. Actively set health and safety objectives to maintain performance standards and drive continual improvement.

### WE WILL ACHIEVE OUR HEALTH, SAFETY & WELLBEING POLICY BY:

- Identifying, evaluating and managing health and safety risks;
- Planning operations and consulting, co-operating and coordinating activities where necessary with other PCBU's;
- Training all staff and contractors to identify and control hazards and critical risks in their work areas;
- Ensuring all staff and contractors are empowered and competent to safely carry out their work;
- Ensuring emergency procedures are tested and rehearsed by staff and contractors;
- Regularly inspecting and auditing our operations;
- Demonstrating care for the well-being of our staff and contractors by ensuring they are paid fairly and free to associate with workplace representatives;
- Responding to and investigating reported incidents, identifying immediate and root causes and, apply principles of corrective action to avoid reoccurrence;
- Sharing lessons learnt on serious and high potential incidents and hazards;
- Ensuring injured staff and contractors are fully supported in effective injury management, rehabilitation, suitable duties and to return to work safely;
- Reviewing the health and safety system to ensure its adequacy and effectiveness.

This document, signed and dated by the CEO, certifies our commitment



Ross Larcombe, PF Olsen Ltd

Date: 11/03/2025