

Health, Safety and Wellbeing Policy

Purpose

This Policy sets out pitt&sherry's commitment to continually improving health, safety and wellbeing outcomes of its staff, contractors and others who may be impacted by its operations and activities.

Policy

At pitt&sherry, we recognise that people may be physically or psychologically harmed through their work. We strive to promote a positive health and safety culture and establish management systems and practices that allow us to understand and control health and safety risks.

Effective health and safety risk management is enabled and supported by:

- Active and demonstrable leadership commitment and involvement in health, safety and wellbeing practices, programs and performance monitoring.
- Compliance with applicable legislation and regulations and other requirements of relevant internal and external stakeholder requirements
- Providing training, information, instruction, and consultation to encourage all employees and contractors to safely carry out their work activities
- Processes to manage work and non-work-related injuries and illnesses that are focussed on assisting our people to maintain connection to their work and assist with their recovery.
- Continual assessment and review of our activities, and the risks to health and safety of staff and other stakeholders that they may create
- Developing and communicating ways of working that maintain healthy, safe and secure conditions and equipment in all our workplaces.
- Providing clear and confidential processes to report, investigate and communicate health and safety risks, incidents and good practices
- Establishing performance reporting and monitoring processes, including regular management review, and internal and external audit programs
- Enabling all our staff to be involved in effective health and safety improvements through co-design, consultation and collaboration.

This policy should be read in conjunction with other policies that are available on the internal intranet. The Board of pitt&sherry are responsible for this Policy. The CEO and the Executive team drive its implementation. All our people have responsibility for understanding this Policy, its intent and implementation.

Appendix — Document control information

Document status

The current status of this document is shown below.

Title	Health, Safety and Wellbeing Policy
Version	Rev00
Effective date	7 May 2025
Prepared by	Head of Health, Safety, Sustainability and Environment
Reviewed by	Company Secretary and CEO
Authorised by	The Board

Document history

The history of changes made to this document is shown below.

Version	Date	Author	Description / Changes
00	7 May 2025	Head of HSSE	New Policy