

Health, Safety and Wellbeing Policy



Purpose and scope: Applies to all PBA workers, contractors, activities, services and locations under our control or influence. We are committed to safe and healthy work, preventing work-related injury and ill health, meeting compliance obligations, and continually improving health and safety performance.

Our commitments

- Meet applicable health and safety legislation, regulations, standards, and client/site requirements.
- Eliminate hazards and reduce health and safety risks so far as is reasonably practicable.
- Consult with workers and support their participation, and where applicable worker representatives, in health and safety matters.
- Set objectives, monitor performance, investigate incidents, and continually improve our health and safety management system and performance.
- Ensure workers are competent, trained and supervised to carry out work safely.
- Promote worker wellbeing, including physical health, mental health, fatigue management and fit-for-work practices, through supportive work, early intervention and access to support.

Roles and responsibilities

- **Board, SLT and managers:** Provide leadership, resources, planning, supervision and verification to integrate health and safety into work activities and decisions.
- **HSEQ Lead:** Maintain the health and safety management framework, support implementation, monitor performance, and drive reporting, assurance, worker engagement and continual improvement.
- **Workers and contractors:** Take reasonable care, follow controls and instructions, participate in consultation, report hazards, near misses and incidents, and stop work if there is immediate risk to health or safety.

How we deliver this policy

- Maintain our IMS manual (PBANZ-MS-01), including hazard and risk management, legal and other requirements, incident management, consultation, training and assurance.
- Apply operational controls and verify performance through inspections, monitoring, incident investigation, audits, emergency preparedness and management review.
- **Alignment:** This policy forms part of PBA's Integrated Management System (PBANZ-MS-01) and aligns with ISO 45001:2018, legal requirements, and relevant client and site requirements.
- **Integration:** This policy is implemented through PBANZ-MS-01 and supported by PBA's Environmental and Quality policies. It is communicated to workers and made available to interested parties where appropriate.

Vern Beleski

PBA General Manager

Quentin Varcoe

Chief Executive Officer