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Work Health and Safety (WH&S) Policy		

WORK HEALTH AND SAFETY (WH&S) POLICY

PCI's long-term, overall 'WH&S' aims and interests are to eliminate all hazards to provide workplaces which are as safe as is feasibly possible and without undue risk to the health and welfare of all persons employed by the Company, those visiting PCI's sites, and the public in the vicinity of PCI's sites.

PCI's management is committed to the development, diligent monitoring, ongoing improvement and promotion of an active and formal integrated management system (IMS); including WH&S "elements" which are fully compliant with all legislative and contractual requirements.

PCI's management reminds all employees and subcontractors of their legal obligations and responsibility for the safety of others in their workplace, their obligation to cooperate with management, and at all times to carry out construction work which achieves a safe work environment for all.

All workers (including subcontract personnel) are hereby given the authority to refuse to carry out any unsafe work practice and / or any activity which they consider to be unsafe.

PCI is committed to the following WH&S objectives:-

- ✓ The promotion and continual improvement of a vibrant WH&S "subsystem", suitable to the Company's operations, and actively involving all personnel at all work levels in proactive hazard identifications, associated risk assessments and the implementation of related and most appropriate control measures;
- ✓ The establishment of a safe work environment which prevents work-related injury, illness and ill health to all;
- ✓ Compliance with all legal requirements and proper requirements of other stakeholders (including PCI's customers, statutory bodies and other interested parties);
- ✓ Proactive consultation with and participation of all workers (including, when established, workers' representatives) in the interests a safe and healthy work environment;
- ✓ *Proactive involvement of all workers in the review and encouragement of open consultation regarding the suitability and effectiveness of all WH&S documentation (including this policy);*
- ✓ Immediate response to all WH&S accidents and incidents (including 'near misses'), subsequent timely implementation of effective corrective and preventive actions (including critical and open assessment of 'what went wrong' and processing of associated necessary improvements to the IMS); and
- ✓ The establishment of a non-prejudicial workplace environment and rehabilitation process which provides injured or ill employees with an opportunity to expeditiously return to appropriate duties, consistent with medical assessment / guidance.

To meet these objectives PCI is committed to the following related targets:-

- ✓ Zero 'lost time' accident and injury performance;
- ✓ Zero serious WH&S non-conformances;
- ✓ Zero repetition of the same minor WH&S non-conformance on each project; and
- ✓ Expedient return to work of injured or ill employees.

The Managing Director carries overall responsibility and accountability for PCI's IMS, including its WH&S "elements", and the Company's Project Managers carry overall responsibility for the verification of the effectiveness of the IMS on their site.



Keiran Diskin – Managing Director

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