
Health & Safety Policy

At **Penske Transportation Group International Pty Ltd and its Australian and New Zealand subsidiaries ('Penske')**, we value a safe and healthy workplace and are committed to conducting all activities safely.

We take our responsibility to health and safety seriously. A safe work environment can only be achieved through the participation and cooperation of every manager, employee, contractor and visitor.

At Penske we are committed to:

- Providing a safe and healthy workplace for all employees, contractors and visitors.
- Ensuring that managers remain directly responsible and accountable for the health and safety of employees and that adequate resources are provided to achieve this.
- Consulting with employees, their representatives and other parties on all relevant health and safety matters.
- Maintaining a commitment to eliminating all hazards and reducing Occupational Health and Safety (OHS) / Workplace Health & Safety (WHS) risks proactively.
- Meeting the requirements of all relevant OHS/WHS legislation, standards and codes of practice and maintaining certification to ISO 45001 standard.
- Providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged.
- Developing a strategy to support a safe and healthy working environment and provide a framework for establishing objectives and targets.
- Maintaining a system of policies and procedures aligned to our risk profile for the prevention of work-related injuries and illness.
- Ensuring all managers and employees understand their duty of care to work in a safe manner, to report hazards, incidents and follow safe systems of work.
- Providing health and safety training programs to ensure that work is conducted in the safest possible manner.
- Ensuring health and safety is considered in all planning and work activities through the implementation of risk management processes.
- Measuring, reviewing, improving and ensuring the required injury management and workers compensation programs are available for all employees and to monitor their effectiveness.
- Measuring, reviewing and improving the OHS/WHS management system regularly to continually improve health and safety performance.