

HEALTH & SAFETY POLICY

At Pinebridge, we are committed to the health, safety and welfare at work of our employees', clients, contractors, visitors and others who may be affected by our business activities in order to prevent injury and ill-health.

We recognise and accept our responsibilities under legislation to provide a safe and healthy working environment, compliance with applicable health and safety legal requirements and the continual improvement of our health and safety control arrangements and performance.

Emphasis is placed on our effective Senior Management to ensure a systematic approach to the identification, elimination and reduction of OH&S risks, as well as the identification and exploitation of opportunities. Our Senior Management will allocate adequate resources with a focus on the continual improvement of our performance.

In order to deliver these responsibilities, Pinebridge undertakes to:

- ✓ Take steps to prevent accidents, incidents and ill-health to our employees, workers, clients, supply chain, third parties and members of the public
- ✓ Ensure full compliance with our obligations in respect to legislation, regulations, codes of practice and other requirements associated with our operations
- ✓ Provide and demonstrate appropriate leadership and support to create a health and safety culture throughout Pinebridge and ensure health, safety and wellbeing is a high priority
- ✓ Ensure suitable and sufficient resource are always available in regards to health, safety and welfare across the business
- ✓ Ensure risk assessments are carried out on an on-going basis and there is effective planning, organisation, control, monitoring and review of preventative and protective measures
- ✓ Set all of our staff objectives to provide Pinebridge with a framework for measuring and monitoring performance
- ✓ Consult and communicate with employees and workers on issues relating to health and safety and listen and act when feedback is given
- ✓ Promote, encourage and support industry best practice through the involvement of our workers, employees, clients and supply chain
- ✓ Ensure systems are in place to regularly monitor and review our health and safety performance to help us continually improve
- ✓ Regularly review this policy so that it is always relevant to our business activities.

For and on behalf of Pinebridge



Ken McKenna
Director