INTEGRATED HSQE MANAGEMENT POLICY

1. Purpose

This Integrated HSQE Policy sets the overarching commitments for Health, Safety & Wellbeing, Quality, Environment and Sustainability across PPCS. It guides our Integrated Management System (IMS) and supports continual improvement, legal compliance, risk management, and stakeholder trust. (Drawn from existing Quality, Environmental, Sustainability, and HSW policies.)

1.1 Policy Statement

PPCS is committed to delivering consistently high-quality services that meet contractual, legal, and regulatory requirements while safeguarding the health, safety and well-being of people, protecting the environment, and operating sustainably. We will maintain and continually improve an Integrated Management System that embeds these commitments into day-to-day work and strategic decision-making.
PPCS recognises the relevance of climate change to its operational context and integrates climate-related Carbon Emission Reduction targets into its strategic and quality management processes.

2. Our Commitments

2.1 Health, Safety & Wellbeing (HSW)

- PPCS is committed to meeting its obligations under the Health and Safety at Work Act 2015, including the upcoming 2026 Health and Safety at Work Amendment Bill, the Health and Safety in Employment Regulations 2015, Codes of Practice, and any relevant regulations.
- Set HSW objectives and performance criteria for all managers and work areas
- Provide thorough training and information to all staff to ensure an appropriate level of competency in Mental Health, Wellbeing and all Health and Safety related matters.
- Ensure the accurate and timely reporting and recording of all HSQE incidents, injuries and near-misses.
- Investigate all reported HSQE incidents and injuries to ensure contributing factors are identified and, where appropriate, plans are formulated to take corrective action.
- PPCS will comply with updated requirements for notifying WorkSafe only of significant workplace events, as per the 2026 Amendment Bill.
- Work with ACC to provide a treatment and rehabilitation plan that ensures a safe, early and durable return to work.
- Identify hazards and manage critical and non-critical risks by eliminating, isolating, or minimizing exposure, with priority on critical risks. Including the pre-employment vetting of at-risk persons.
- Ensure that all employees are made aware of the hazards in their work area and are adequately trained to enable them to perform their duties safely.
- Provide training, information, consultation and participation opportunities; support a culture of openness, mental health and wellbeing, and zero tolerance for bullying, harassment, or discrimination.
- Ensure that contractors are inducted to site-specific health and safety procedures.
- Promote a system of continuous improvement, including the bi-annual review of policies, procedures and training.
- Define clear HSW governance and responsibilities for Directors/Senior Leaders, Managers/Supervisors, and all workers.

2.2 Quality

- Maintain a Quality Management System based on ISO 9001:2015 with an emphasis on continual improvement and client satisfaction.
- Monitor client feedback; evaluate systems; refine the policy; and ensure adequate resources for quality delivery and staff safety/comfort.
- Pursue measurable quality objectives that positively impact Client Satisfaction, Staff Wellbeing, Supplier Performance, and regulatory compliance.

2.3 Environment

- Comply with applicable environmental legislation, regulations, licences, and obligations; maintain internal reviews/audits to manage environmental risks.
- Safely manage hazardous substances in accordance with HSNO and EPA requirements.
- Develop and maintain a Greenhouse Gas (GHG) inventory; adopt a science-aligned emissions reduction plan with the goals to reduce emissions by 57% by 2035 and work towards net zero by 2050;
- Integrate emissions targets into procurement and supplier management.
- Provide environmental awareness training; maintain environmental contingency plans with clients; investigate non-compliance and drive corrective actions.

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2.3 Sustainability

- Remain an ethical, values-based organisation committed to fair employment, diversity, and transparent communication on Environmental, Social, and Governance commitments and performance.
- Ensure continued compliance with relevant NZ environmental, social, economic and climate-reporting legislation, including the Climate Change Response Act 2002 (as amended) and modern slavery and human rights due diligence expectations where applicable to our operations and supply chains.
- Manage direct impacts through our Integrated Management System and integrate sustainability considerations into business decisions, supply chains, and property/facility practices.
- Set and periodically review sustainability targets; collaborate with industry groups and NGOs to support the transition to a lower-carbon economy.

3. Governance, Roles & Responsibilities

- PPCS Directors and Senior Leaders hold governance-level due diligence duties, ensuring appropriate oversight of systems, risks are monitored, resources provided, and continuous improvement is supported.
- Operational Managers and supervisors remain responsible for implementing IMS processes; managing local (area-based) HSQE risks; ensuring training/competence; and engaging workers and contractors.
- All Workers & Contractors must:
  - Follow all safe work procedures established at PPCS.
  - Take reasonable care for their own Health, Safety and Wellbeing, as well as the Health, Safety and Wellbeing of others in the workplace.
  - Report all hazards, incidents, near-misses, and any unacceptable behaviours (including bullying, harassment, or discrimination).
  - Participate in all required training, inductions, and competency-related activities.
  - Take an active role in any treatment and rehabilitation plan developed following a Lost Time Injury, supporting an early and durable return to work.

4. Planning & Risk Management

- Maintain processes to identify HSQE risks and opportunities; set objectives and targets; and plan controls proportionate to risk (with emphasis on critical risks).
- Integrate quality, environmental and sustainability criteria into procurement and supplier performance assessments.

5. Competence, Training & Awareness

Provide role-appropriate training and information to ensure competency in HSW, quality, environmental and sustainability requirements; raise awareness to encourage responsible behaviours.

6. Communication, Consultation & Participation

Foster open communication and encourage feedback from workers, clients and suppliers; ensure worker participation in HSQE matters and transparent reporting on environmental/sustainability performance.

7. Operational Control & Emergency Preparedness

Establish operational controls for quality consistency, safe work, environmental protection, and sustainable practices; maintain environmental contingency plans with clients to minimise the impacts of incidents.

8. Incident, Nonconformance & Improvement

Report, record, investigate and learn from incidents and nonconformances; implement corrective actions promptly; track effectiveness; and drive continual improvement across the IMS.

9. Monitoring, Measurement & Review

Monitor client feedback, HSQE performance, compliance status, contractor's performance, and carbon emissions targets; review this policy and the IMS at planned intervals to ensure ongoing suitability, adequacy and effectiveness.

Signed _____ Date: 25/03/2026

CEO: Sarel Bloem

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