



Work Health, Safety and Environment

Sykes Group Pty Ltd and Primax (Company) is committed to looking after our people and the environment in which we operate. This contributes to operational effectiveness and business sustainability, facilitating the design, manufacture and distribution of our product range, including ongoing support to our customer.

We are committed to providing a working environment and systems of work which are free, as far as practicable, from risk of injury or disease for all our employees, visitors and contractors. We are committed to providing a high standard of work health, safety and environment (WHSE) performance based on best practice principles and the continual improvement of that performance. Ultimately, the objective of WHSE management is the provision, training and monitoring of WHSE policies that allow all employees to operate safely while at work.

We are committed to:

- Taking accountability for our own safety and the safety of people around us
- Meeting all company obligations including legislative requirements, Australian and international standards
- Understanding our health, safety and environment risks and managing them in an appropriate manner
- Working safely while considering environmental processes as a key part of business strategy and operating policy that provides a framework for setting business performance objectives
- Holding all leaders and employees accountable for WHSE performance within their delegated level of responsibility and against performance objectives and targets
- Creating a workplace where all employees have a sense of obligation to work in a safe manner, to report health, safety and environmental incidents and to correctly follow safe systems of work
- Measuring, reviewing and improving our WHSE management system to better our performance
- Working with, encouraging and monitoring our suppliers and contractors to conduct business with us in a safe and environmentally conscious manner
- Providing appropriate resources to facilitate implementation of this policy and WHSE management system

The principles in this policy apply to all Company locations.

Glen Priestley
General Manager – Sykes Group

POLICY – HEALTH, SAFETY AND ENVIRONMENT			
Document Number	S-PCS-ALL-POL-011	Effective Date	DECEMBER 2022
Document Owner	GM SYKES GROUP	Next Review Date	DECEMBER 2023