Property for Industry Limited

Health and Safety Governance Charter

August 2025

Last reviewed: August 2025

Property for Industry Limited

Health and Safety Governance Charter

1. Health and Safety Governance Charter Statement

The Board of Property for Industry Limited (**PFI**) aims to develop and maintain a clear focus and commitment to ensuring the health and safety of all employees, contractors, sub-contractors, tenants and visitors throughout the organisation, and at any PFI workplaces. The Board is committed to providing and maintaining a safe working environment for everyone.

The Board maintains an effective governance framework to set clear direction, expectations, objectives and reporting requirements.

This Health and Safety Governance Charter (**Charter**) is the highest-level health and safety document within PFI's overall health and safety management system. This Charter defines how the Board sets health and safety expectations and strategy, and provides the foundation for how health and safety is managed and monitored for PFI.

2. Vision

OUR VISION
To continuously promote and maintain a safe work environment for our employees, contractors, tenants and visitors.
THEMES
Health and Safety System • Our system is fit-for-purpose • Our system is well implemented • We aim to continuously improve
Risk Management • We focus on identifying and managing critical risks • Our people are competent at managing risks
Safety Leadership • We have empowered people who help everyone to achieve our vision • People at all levels understand their responsibilities and are accountable for them
Training and Competency • Our people have the skills and knowledge to perform their work safely
Safe Together • We engage with our employees, contractors, sub-contractors, tenants and visitors when implementing our system • We welcome open and honest conversations about health and safety
Monitoring and Reviewing • We monitor and evaluate our safety performance • Processes to enable verification of critical controls are in place

3. Director Responsibilities

The Directors have overall responsibility for setting health and safety expectations, approving the company's general health and safety strategy, and for monitoring health and safety performance. They are supported in this by the CEO who will regularly report back to the Board.

The Board have overall responsibility for:

a. Continuously learning about, and keeping up-to-date in their knowledge of, work health and safety matters.

b. Gaining an understanding of the nature of the work and generally of the hazards and risks associated with PFI's operations.

c. Ensuring PFI has appropriate resources and processes:

   - To eliminate or minimise the risks to safety and health created from work;
   - To communicate and consider information about work health and safety, and to respond to that information, including incidents, hazards and risks; and
   - To comply with any duties and requirements under the Health and Safety at Work Act 2015.

d. Verifying the provision and use of the resources and processes referred above.

4. CEO Responsibilities

The CEO is responsible for recommending the health and safety strategy to the Board, and leading the implementation of the health and safety strategy and expectations set at governance level.

The CEO will ensure that a fit-for-purpose health and safety system is in place and is effectively implemented, regularly reviewed and continuously improved.

The CEO will ensure that PFI's policies, processes and practices are aligned with PFI's health and safety vision.

The CEO will set the tone for health and safety management at PFI and ensure that there are appropriate and effective forums in place for employee engagement.

5. Manager Responsibilities

Managers are responsible for leading, modelling and communicating the Board's health and safety strategy and expectations as directed by the CEO. This includes ensuring the operations under their control are completed within PFI's health and safety plan and framework and are aligned with PFI's health and safety vision.

Managers are responsible for supporting their direct reports when they identify health and safety concerns and empowering them to engage with health and safety matters.

6. Responsibilities of PFI's Employees, Contractors, Sub-contractors And Tenants

Health and safety is a shared responsibility for everyone at PFI, in every part of our operation and at all times. All employees, contractors, sub-contractors and tenants have the responsibility and the authority to act to prevent unsafe actions or practices by themselves of others.

7. Governance Meetings

The CEO will update the Board on health and safety matters at each scheduled Board meeting.

The CEO will provide the Board with reporting in advance of scheduled Board meetings in a form that is approved by the Board.

8. Review of Charter

The Board shall undertake a two-yearly self-review of its health and safety expectations and strategy, how health and safety is managed and monitored, and of this Charter.

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