

Precinct Policy

Health, Safety & Wellbeing

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Precinct is resolute in its focus to keep its staff, clients and all other parties associated with the management of its assets safe. Precinct recognises its duty of care responsibilities and obligations to provide a healthy and safe workplace, adopt sustainable business practices and ensure high levels of customer service delivery.

This Health, Safety & Wellbeing Policy and associated procedures are part of Precinct's overarching commitment to high standards of Environmental, Social and Governance (ESG) performance, especially our assurance to our Partners and People. This policy applies to all Precinct and Precinct Flex staff (together, the "Precinct Staff") and contractors and is publicly available on our website.

In our commitment to Precinct's guiding belief of "Operational Excellence", we believe a safe workplace is a productive workplace and to that end.

Precinct commits to:

- Promoting Precinct's guiding beliefs and actively encouraging Precinct Staff to engage in the implementation of the Health, Safety & Wellbeing strategy and the three pillars annual focus areas.
- Working collaboratively with all our staff, contractors and clients to identify hazards (both physical and psychosocial), assess risks and determine reasonably practicable solutions to mitigate any risk.
- Recording all incidents and near misses, implementing corrective actions and developing preventative measures from the trends in the incidents.
- Ensuring that reasonably practicable steps are taken to eliminate, and failing that, minimise the risk of workers' exposure to work related harm by one or more minimising methods like isolating and/ or substituting the hazard with a lesser one, engineering the hazard out, providing appropriate training, equipment and PPE for workers to do their jobs safely.
- Empowering staff, through ongoing consultation and engagement with all staff who are directly affected or likely to be affected, by our work by providing the opportunity to participate through specific work group Health, Safety & Wellbeing quarterly check-ins.
- Monthly Health and Safety Committee meetings (with the CEO, managers and staff members) with regular reporting to the Board (at least every quarter).
- Providing a robust health and safety induction and ongoing training on the evolving Precinct Health, Safety & Wellbeing processes.
- Embedding individual health & safety responsibility and accountability in job descriptions, across all levels in the organisation, and reviewing these during employees' annual performance review.
- Implementing risk assessment outcomes and action plans, which establish, monitor and maintain Precinct Health & Safety standards in accordance with the HSWA 2015, associated Regulations and Approved Good Practice Guides.
- Ensuring the safety of our retailers, clients and members of the public by engaging prequalified contractors, providing onsite induction, planning for emergency situations and ongoing review of contractor performance.
- Working collaboratively with lead contractors on development projects to reduce the risk of physical and mental harm and promote onsite wellbeing.
- Promoting a safe workplace by strengthening diversity, welcoming all voices, considering psychosocial hazards/risks and building a more equitable workplace to enable a flourishing work culture.
- Supporting Precinct staff through any outcomes of work related injury or harm by working with ACC on rehabilitation, mental wellbeing and exploring any gradual return to work strategy, as applicable.
- Continually improving our methods and striving to be an industry leader in Health, Safety and Wellbeing.

Communication Precinct will ensure that:

- all staff receive a copy of this policy during the induction process;
- this policy is easily accessible by all members of the organisation;
- staff are informed when a particular activity aligns with this policy;
- staff are empowered to actively contribute and provide feedback to this policy; and
- staff are notified of all changes to this policy.

Monitoring and review

Precinct will review this policy annually.

Effectiveness of the policy will be assessed through:

- feedback from staff, the Health & Safety Committee and management;
- review of the policy by management and the Health & Safety Committee to determine if its objectives have been met and to identify barriers and enablers to ongoing policy implementation.



Scott Pritchard
Precinct Chief Executive Officer

Dated: 26 August 2025