

Health & Safety Procedure

Fisher & Paykel Healthcare Corporation Limited

Purpose

The purpose of this procedure is to improve outcomes for our people, their families, communities, and the patients we serve by continuously improving the way we work at Fisher & Paykel Healthcare (F&P).

Our intention is to create healthy and safe ways of working that allow our people to thrive. This procedure implements Health & Safety Fundamentals to achieve the intention of our People Policy.

It outlines F&P's commitment to achieving this intent across our global operations and extends to those who may be affected by our operations.

Scope

This is a global procedure. It applies to all F&P business operations and locations.

Roles and Responsibilities

Role	Responsibility
Board of Directors	Exercise due diligence, approve the overall health and safety strategy, and hold management to account for the implementation of that strategy and this procedure.
Executive Team	Effectively implement this procedure to create healthy and safe ways of working that allow our people to thrive and ensure compliance with local health and safety laws.
Managers	Implement this procedure to create healthy and safe ways of working that allow our people to thrive.
Employees	Carry out their work with care, be responsible and keep others healthy and safe.

Our Approach

F&P's approach to creating healthy and safe ways of working is focused on three key pillars:

Grow leadership engagement

We enable our leaders to be actively involved in safety by increasing their awareness and capability.

Leaders understand they are responsible for engaging with their people to identify and resolve any gaps between work planned and work done.

Leaders understand work is done in the presence of hazards, and they develop and implement appropriate controls that are resilient to human error, as this is normal.

Employee engagement and participation

Our people who do the work are empowered and encouraged to identify areas for improvement.

We ask our people what they need to do their job safely, effectively and reliably.

We promote authentic, widespread employee engagement in health and safety efforts.

Risk-based approach

We continuously improve our risk-based Health & Safety management system. This enables us to prioritise better and spend our time and effort collectively on the initiatives that matter.

We enable our employees, managers and leaders to find and fix workplace hazards using simple, effective and systematic tools.

We focus on understanding the impact that changes in operations have on the way work is done.

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Health & Safety Fundamentals

The fundamentals that enable us to achieve healthy and safe ways of working are:

People are key to the solution

Leaders make it possible for work to be done in a healthy and safe way by empowering their teams. We trust our people to share ideas and come up with solutions that continuously improve the way their work is done. We recognise that leaders are not the only ones with the answers.

Health & Safety is more than compliance, it is about care for our people

Our focus is not solely on meeting compliance requirements, instead we consider what is required to better set people up for successful work. We understand and are mindful of the impact of competing priorities and pressures, knowing these can impact our people's ability to work safely and effectively.

Health & Safety is the presence of positives, not the absence of negatives

Our aim is for things to go well at work. However, we know we are all human and mistakes can happen, and this is normal. We aim to learn from things that go well as much as we learn from when things don't. By sharing what we do, celebrating success and learning from previous experience, we can improve the way work is done, as well as overall work performance.

Simple, effective and efficient tools

We focus on simple, effective and efficient tools and processes that build capability and guide healthy and safe work.

Create open and enabling work environments

We ensure our people are encouraged to speak up when they see opportunities for improvement. Our goal is to provide work environments that allow our people to thrive. We ask our people to carry out their work with care, be responsible and keep others healthy and safe.

Fit for purpose

We create and continuously improve a unique approach to Health & Safety that aligns with international standards and fits our needs. Our approach will be informed by safety science research if it exists and meets our needs, otherwise, we will use the continuous improvement process (Plan-Do-Check-Act) to learn and improve.

Measuring performance

The goal for metrics is to actively assess the state of Health & Safety while also being forward-focused, objectively measurable and statistically valid.

We will maintain a balance of leading and lagging metrics, and monitor critical risk controls and the ability for work to be done safely every day. Data creates insights that inform our actions. These help us determine the root cause and take action to learn and continuously improve the way work is done.

Specific health and safety data and insights are reviewed monthly by the Board of Directors. The Quality, Safety and Regulatory Committee completes a more detailed review every quarter.

Approved by the Board on 27 March 2024.