

02.05.2023

Health, Safety & Wellbeing Policy

PwC Cyprus implements a comprehensive **Occupational Health & Safety Management System (HSMS)** which has been developed following key principles of how we do business, our Network Standards, our Code of Conduct, our corporate values and Global Strategy - The New Equation: build trust and deliver sustained outcomes for all our stakeholders.

At PwC, we consider the health, safety and wellbeing of our employees and other interested parties to be of utmost importance. To this effect, we aim to continuously provide a safe, healthy and pleasant working environment for all colleagues, visitors to our premises and other interested parties affected by relevant activities under the Firm's control, in order to prevent injury and ill-health (physical and/or mental). The same principles are also applicable when working remotely.

Our commitments listed below comprise the Health, Safety & Wellbeing Policy ('Policy') of PwC Cyprus and it's applicable to all its activities. This Policy has been developed according to the requirements of the international standard **ISO 45001** and is reviewed annually or when significant changes occur. It is communicated to all employees and is available as appropriate to all other interested parties.



Our Commitments:

- Provide **all necessary** resources for the efficient implementation and continual improvement of the HSMS so to enhance OH&S performance within the workplace
- Ensure **compliance** with all applicable legal, regulatory and other requirements to which the Firm subscribes
- Proactively identify and manage **H&S hazards** and implement appropriate corrective and/or preventive actions to eliminate or minimise the level of risk
- Promote the importance of having a **healthy & safe working environment** when working from home
- Ensure that appropriate **communication channels & mechanisms** are in place so as to facilitate timely, accurate and structured internal and external communication, consultation and participation in regards to health, safety and wellbeing matters
- Provide **safe & healthy working conditions** for the prevention of work-related injury and ill health as well as continually promote and protect workers physical and mental health
- Promote wellbeing initiatives and provide complimentary wellbeing services to **support a healthy and balanced lifestyle** and thus improve workers overall wellbeing
- Assign **specific roles, responsibilities & authorities** within the Firm to ensure effective management, support and governance over the HSMS
- Establish, review, monitor and update **H&S objectives** that are compatible with the Firm's compliance obligations, strategic priorities and business plan
- Actively build and embed a **Health, Safety & Wellbeing culture** throughout the Firm, and across our supply chain through various awareness-raising activities and participation initiatives
- Provide clear instructions, information and adequate training, to ensure workers are competent to do their work in a safe and healthy manner
- Implement and periodically test **emergency preparedness & response procedures** in order to prepare for and ensure efficient and timely response to potential emergency situations
- Ensure that **H&S criteria** are taken into account in the procurement of goods and services and work closely with our suppliers and contractors to improve the H&S performance of their products and services
- Ensure contractors implement suitable **H&S measures** within our premises and comply with relevant legislative and Firm's requirements
- **Investigate any incidents** affecting workers safety, health and wellbeing so as to take appropriate corrective and/or preventive actions to minimise the possibility of occurrence
- Regularly evaluate the **performance & effectiveness** of the HSMS
- **Continually improve** the Firm's HSMS

Dear colleagues

We all have a responsibility to familiarise ourselves with this policy and adhere with the Firm's commitments.

Philippos Soseilos
CEO & Chairman
PwC Cyprus