



PricewaterhouseCoopers Australia

Work Health, Safety and Rehabilitation Policy Statement

August 2023



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1. About

At PwC Australia (PwC), the wellbeing, health and safety of our people, our clients and visitors to our workplace is paramount. We are committed to the prevention of injury and illness by providing safe working environments through the successful management of occupational health, safety and wellbeing, and recognise the individual and business benefits of occupational rehabilitation.

2. Scope

This policy statement applies to all of us and to all PwC places of work, including those situations where our people are performing work off-site. When we say “we”, “our” or “us” we are referring to all of us at PwC, individual partners and staff. Where appropriate, we also require our suppliers, including non-PwC staff working for, or representing, PwC on PwC property and PwC client sites, and community stakeholders, to respect this policy statement.

3. Our Commitment

PwC Australia’s objective is to provide a healthy and safe workplace that actively seeks to eliminate hazards and, where that is not reasonably practicable, to take steps to minimise the risks to our people and others impacted by our work. PwC recognises the importance of our people and that supporting our people to stay at work or make an early, safe and sustainable return after an illness or injury plays a vital role in supporting our peoples’ health and wellbeing. Providing a healthy and safe work environment, and supporting our people to be back at their best as soon as possible, helps us to live our value of Care.

PwC Australia is committed to:

- The prevention of ill-health, injury or illness, and the promotion of wellbeing, through the provision of a healthy and safe working environment, both physically and psychologically.
- The development and maintenance of a system for health and safety management to enable the firm to actively identify, assess and control risks in consultation with our people.
- Setting and monitoring targets and objectives to achieve the goal of preventing workplace incidents and injury.
- Providing appropriate resources, including mandatory training, to meet our health and safety objectives.
- The provision of adequate facilities for the conduct of safe work.
- Provision of information, training, instruction or supervision necessary to protect all people from risks to their health and safety arising from work activities.
- Monitoring the health of our workforce and the conditions of the workplace for the purpose of preventing illness or injury arising from our business.
- Consulting with relevant stakeholders on matters relating to health, safety and rehabilitation.
- Encouraging the early reporting of injuries, illness and ill-health that may impact an employee at work.

- Providing the best possible early intervention and management of injuries, illness and ill-health so our people can remain at work or return to work as soon as appropriate.
- Implementing collaborative and person-centred rehabilitation processes following injury/illness, in accordance with medical advice.
- Providing suitable duties and working arrangements to support the rehabilitation and return to work process, in consultation with our people, our leaders, and health professionals.
- Ensuring that participation in a rehabilitation or return to work program does not prejudice employees.



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