

# Occupational health and safety policy

Our philosophy is that we do not compromise safety while we strive to achieve our business objectives. Risk is inherent in virtually everything we do, but we aim, as far as reasonably practicable, to minimise hazards in the workplace in order to prevent accidents, injury and occupational disease, and to ensure that all employees, customers, visitors and contractors remain safe and healthy during their association with Cathay Pacific.

This policy sets out the general aims of our airlines with regard to Occupational Health and Safety (OH&S). It requires all staff to adhere to this policy and to consider it in all business endeavours. OH&S issues are generally the subject of statutory law, and adherence to laws and sound policies and procedures in this area is also good business practice.

All operations are to be carried out in a manner that safeguards the health and safety of all employees, customers, contractors, and the wider community. To ensure health and safety in the workplace, we are committed to:

- Providing a safe work environment;
- Considering OH&S in the design, planning and conduct of all business activities;
- As a minimum, complying with all relevant OH&S legislation, standards and codes of practice;
- Providing adequate resources to meet OH&S goals and targets set in business plans;
- Providing adequate OH&S training;
- Protecting the health and safety of our customers by promoting the responsible use of our products and services;
- Effectively communicating OH&S policies to all employees and contractors;
- Requiring contractors, where applicable, to demonstrate the same commitment in health and safety;

- Using risk management methods which anticipate, identify, assess, monitor and control hazards, and regularly review performance;
- Conducting safety inspections and audits with a view to identifying unsafe practices or activities and ensuring compliance with this policy;
- Implementing proper systems to encourage incident reporting (including contractors) and in-depth analysis of incidents for relevant lessons learnt across all operations;
- Establishing and monitoring OH&S key performance indicators;
- Seeking continuous improvement in OH&S management system practices to match changes in community expectations, business performance, scientific knowledge and technology; and
- Ensuring all work activities are carried out by competent trained people.

All employees and contractors shall:

- Take reasonable care of their own health and safety and consider the safety of others who may be affected by their acts;
- Follow established safety rules and procedures;
- Only operate at a location / facility (including the equipment and machinery onsite) that they are trained and authorised to operate at;
- Report all accidents, incidents, injuries and identified hazards to their immediate supervisor or manager and the Group Safety & Operational Risk Management department;
- Ensure their fitness for duty, both physically and medically, and shall follow respective operations manual and/or departmental reporting procedures when unfit to carry out their duties; and
- Set an example of good, safe behaviour.



Ronald Lam, Chief Executive Officer  
January 2023

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