



**PAP COMMUNITY FOUNDATION**

## **Workplace Safety and Health (WSH) Policy Statement**

PAP Community Foundation (PCF) and its subsidiaries are committed to ensuring, so far as is reasonably practicable, the safety and health of all employees, children, elderly, contractors, and visitors across our centres.

In accordance with the Workplace Safety and Health Act, we recognise our responsibility to provide and maintain, so far as is reasonably practicable, a safe working environment that minimises risks to health and safety. As an organisation dedicated to early childhood education, elderly care, and community services, we place strong emphasis on safeguarding our staff, children and elderly under our care.

PCF is committed to:

- **Comply with applicable WSH legislation and regulatory requirements.**
- **Identify hazards, assess risks, and implement effective control measures** to prevent injuries, incidents, and occupational ill health.
- **Provide appropriate training** to support staff in carrying out their work safely.
- **Promote a positive safety culture** where every staff member takes ownership of safety and looks out for one another.
- **Report workplace incidents**, dangerous occurrences, and occupational diseases within the timeframes required under the WSH (Incident Reporting) Regulations.
- **Continuously improve** our WSH performance through periodic monitoring and review.

All employees have a duty to take reasonable care for their own safety and health, and that of others, and to comply with all safety procedures and instructions.

Management is committed to providing the necessary leadership, resources, and support to implement this policy effectively.

Together, we aim to create a safe and nurturing environment where everyone can work and learn with confidence.

**Endorsed By:**

**Victor Bay**  
Chief Executive Officer

Date: **30 JUNE 2026**

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