

## Health and Safety Policy

At **Penske Automotive Group**, Inc., we value a safe and healthy workplace and are committed to conducting all activities safely.

We take our responsibility to health and safety seriously and a safe work environment can only be achieved through the participation and cooperation of every manager, employee, contractor and visitor.

We are committed to:

- Providing a safe workplace for all employees, contractors and visitors;
- Ensuring that managers remain directly responsible and accountable for the health and safety of employees and that adequate resources are provided;
- Consulting with relevant employees, their representatives and other parties on all relevant health and safety matters;
- Meeting the requirements of all relevant legislation, standards and codes of practice;
- Providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged;
- Developing a strategy to support a safe and healthy working environment and provide a framework for establishing objectives and targets;
- Maintaining a system of policies and procedures aligned to our risk profile;
- Ensuring all employees understand their duty of care to work in a safe manner, to report hazards and incidents and follow safe systems of work;
- Providing health and safety training programs to ensure that work is conducted in the safest possible manner;
- Ensuring health and safety is considered in all planning and work activities through the implementation of risk management processes;
- Measuring, reviewing, improving and ensuring the required injury management and workers compensation programs are available for all employees and to monitor their effectiveness;
- Measuring, reviewing and improving this policy and associated procedures regularly in order to continually improve health and safety performance.