

May 17

WorkSafe Health, Safety and Wellbeing Policy

Nothing is more important than our people

We are committed to creating a work environment that supports and grows our people and enables them to go home healthy and safe.

As a caring employer it is critical that we are best in class when it comes to our internal health, safety and wellbeing. We aspire to be an organisation which is great in NZ and also on a global scale.

We want to build a workplace environment that encourages and supports our people to take responsibility for their own health, safety and wellbeing as well as supporting the health, safety and wellbeing of others they are working and engaging with.

Leadership

At all levels, our leaders will demonstrate their commitment to health, safety and wellbeing of our people through the following:

- Engagement - we will discuss, listen and promote solutions to issues regarding people's health, safety and wellbeing. We will seek out and promote opportunities for people to be involved in forums that raise or celebrate health, safety and wellbeing issues
- Resources - we will invest in health, safety and wellbeing by committing the necessary resources to strengthen our performance.
- Outcomes focussed - we will regularly monitor health, safety and wellbeing performance outcomes to know how the business is tracking, and change the way things are done to reflect new learnings.

- Empowerment - we will give our people the tools and responsibility for making the business safer, healthier and more productive.
- Care and empathy - we will show care and empathy by actively engaging with and supporting our people including providing care for our people when they are harmed or unwell.

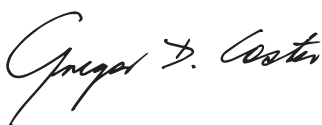
Engagement and Participation

Empowering and supporting our people to be successful is our goal. In order to achieve this we will:

- Actively engage people in the identification, management, development and implementation of health, safety and wellbeing initiatives.
- Ensure meaningful consultation and engagement occurs across our organisation at all levels
- Create a culture where looking after your fellow workers and reporting all incidents is the norm.
- Regularly evaluate engagement and participation to understand where further improvements can be made to achieve our goals.
- Retain and enhance our Health and Safety action teams as forums to enable discussion on and ongoing management of health, safety and wellbeing issues within our workplace.

Risk Management

We will manage risks by asking the right questions, identifying our Principal Risks and insisting on timely, accurate and impartial information to ensure that risks are effectively controlled and safety opportunities are implemented and maintained.



Professor Gregor Coster, CNZM
Chair



Nicole Rosie
Chief Executive