



## HEALTH AND SAFETY POLICY

### Our goal is that everyone goes home safe every day

#### We believe

- That all fatalities and injuries are preventable
- In a culture where the health, mental wellbeing, and safety of all people is the over-riding priority
- That excellence in health and safety is crucial to the long-term success of our businesses
- The behaviour of leaders influences safety
- Work should not be started if it is unsafe to do so, and that anyone can, and should stop an unsafe act

#### Our Commitment is to

- Ensure that health and safety is the key performance measure and a core value of our company
- Instil a “Just Culture” where employees and contractors are fully engaged, where health and safety is seen as a collective responsibility for all
- Continually look for ways we can improve health and safety in the workplace
- Ensure that all workers in our workplace are either trained, deemed competent, or are under training and supervision for the tasks they are performing
- Work together with our employees, contractors, and their staff as appropriate in the pursuit for safer workplaces
- Encourage employees and contractors to extend their commitment to safety and good health beyond the workplace and into their everyday lives
- Comply with relevant health and safety laws, regulations, and industry codes of practices and strive for continuous improvement

#### Employees and Contractors shall share the responsibility and must

- Complete a risk assessment before work is undertaken
- Promptly report incidents, unsafe practices, and conditions
- Comply with procedures, training, instructions, and the HFM NZ lifesaving rules

**It is only through the collective commitment to good safety outcomes that we will meet our goal that everyone goes home safe every day.**

A handwritten signature in blue ink, appearing to read 'Kerry Ellem'.

Kerry Ellem  
General Manager  
5 October 2020