Health & Safety Policy

We are committed to providing and maintaining a safe and healthy workplace for all employees and contractors that prevents work related injury and ill health, and is appropriate to the purpose, size and context of the company and addresses the specific nature of our Health & Safety risks and opportunities.

Our commitment extends to:

- Providing through our Health & Safety System a framework for setting annual Health & Safety objectives.
- Fulfilling those legal and other requirements that are relevant to the work that our staff and contractors do.
- Assessing the risks associated with hazards so that our staff are aware of those most relevant to them and risk control processes are put in place to manage these.
- Continuously improving our Health & Safety systems and performance.
- Managers are accountable for Health & Safety performance in their areas and will lead by example in all matters of health and safety.
- Consulting with our staff and contractors on Health & Safety through direct and scheduled avenues.

Practical application of this policy means our company will:

- Meet our obligations under the Health & Safety at Work Act 2015, pursuant to Health & Safety Employment Regulations, codes of practice and any relevant standards or guidelines.
- Have a Health & Safety Manager who is responsible for the programme, control of all Health & Safety documentation, and ensuring that our manuals, processes and standards are up to date.
- Set health and safety objectives and performance criteria for all managers and work areas which will be reviewed annually
- Investigate all reported incidents, injuries and near misses to identify root cause and formulate plans for corrective action where appropriate
- Encourage the early reporting of any pain and discomfort
- Support rehabilitation of injured staff into a safe return to work
- Identify, control and monitor hazards and risks
- Report to relevant authorities under New Zealand regulation as required for high-risk work if and where this is envisaged

- Ensure that all employees are made aware of risks in their areas of work and are trained to carry out their duties in a safe manner
- Consult with and encourage full participation of staff in Health and safety matters, and encourage employees to elect health and safety representatives
- Ensure that all contractors and subcontractors manage health and safety proactively by monitoring their performance on site
- Promote excellence in health and safety performance, seeking continual improvement including planned reviews of policies, procedures and systems
- Provide a safe and healthy work environment and ensure that equipment and proper materials are fit for the intended purpose
- Develop emergency procedures appropriate to the range of work environments

All employees and contractors are expected to share in the commitment to health and safety in the workplace through:

- Following all safe work procedures, rules and instructions
- Using correctly all provided safety equipment and clothing
- Reporting early any pain and discomfort
- Taking an active role in the company's treatment and rehabilitation process
- Actively participating in the consultation process
- Reporting all incidents, injuries and hazards to the appropriate person

John Pak (Director)

Colin Mathieson (Director)