

# HEALTH & SAFETY POLICY

## Purpose

This policy ensures that Waiotahi employees, contractors, and their employees uphold their responsibilities to maintain a safe workplace.

## Statement

Waiotahi is committed to providing and maintaining a safe and healthy working environment for all individuals affected by its operations. Waiotahi adhere to all relevant legislation, regulations, codes of practice, standards, and guidelines, striving for continuous improvement in health and safety and regularly reviewing the effectiveness of controls. Waiotahi develop and maintain robust health and safety systems to ensure everyone is aware of their responsibilities and compliance requirements. All risks associated with Waiotahi’s activities will be identified, assessed, and managed; however, priority will be given to critical risks—those with the potential to cause serious injury, illness, or fatality. Focusing the health and safety system on critical risks ensures attention and resources are directed toward preventing serious workplace harm. Management will influence all decisions and activities, including resource selection, system design, and service delivery, to foster a culture of safety and continuous improvement.

## Key Principles

Every worker is encouraged to play a vital and responsible role in maintaining a safe and healthy workplace through Waiotahi’s Key Principles, **Own It, Never Say Can’t, Speak Up, and Bring It In**. These principles reinforce individual accountability and support proactive identification, escalation, and control of risks, particularly critical risks that could result in serious harm.



Kaua korero he

- We assist in reviewing our systems and monitor changes in workplace conditions to maintain a safe environment.
- We support the safe and early return of injured workers to their regular duties.
- We regularly review our health and safety systems and continuously monitor changes in workplace conditions to ensure ongoing safety and compliance.



Korero mai

- We identify hazards in the workplace and allocate appropriate resources to control the risks arising from them.
- We ensure that all incidents are accurately reported, recorded, and investigated, taking appropriate actions to prevent recurrence.



Whaka piri mai

- We participate in ongoing training to increase awareness of workplace risks and the controls in place to prevent injury, loss, or damage.
- We collaborate with clients, contractors, workers, and suppliers to ensure a safe working environment for all.
- We maintain open communication across the business, keep accurate records, and make them available to employees as required.
- We integrate continuous improvement into all operations.



Mahia te mea tika

- We make every reasonable effort to ensure Waiotahi operations do not cause injury or harm to workers or others.
- We identify workplace hazards and allocate suitable resources to control associated risks.
- We uphold the Alcohol & Drug Policy to ensure a safe and productive workplace.
- We ensure all workers receive proper induction, training, and supervision to perform their duties safely.



Spike Petersen  
**Managing Director**  
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