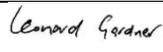


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Protection of people, our environment and assets are central to our business and a key to our success. It is our policy that each of our employees shall be provided with a safe and healthy place to work. We will make every reasonably practicable effort in the area of injury and incident prevention, hazard identification and control, workplace training, health monitoring and will conduct our operations with minimal impact on the environment. Our mission is to build superior HSE systems and relationships which will engage all employees, along with the community and other stakeholders to maintain a proactive HSE culture within the Foster Group of companies.

Fosters is committed to conducting business in a safe, responsible, and sustainable manner, complying with all relevant legal and statutory legislation regulations, codes of practice and safe operating procedures. Management ensure processes are in place at a business level that integrates OH&S performance into business activities to ensure compliance with policy, while continually improving our health, safety, and environmental performance, by establishing objectives and targets, carrying out regular audits. Management are accountable to meet our obligations under the Health and Safety at work Act 2015 (HSWA).

Developing a safe system of work is the commitment made by the management team to ensure all work practices have been examined to identify risks that may arise, this includes control measures to eliminate or minimise the risk. Workplace monitoring is an everyday occurrence where all incidents are investigated and recorded. Risks to health and safety are eliminated so far as is reasonably practicable.

FOSTER GROUP of companies is committed to:

- Conducting our business in a safe, responsible, and sustainable manner
- Complying with all relevant legal and statutory legislation, regulations, codes of practice and safe operating procedures
- Preventing serious harm incidents at our worksites.
- Actively encouraging the accurate and timely reporting of all accidents, incidents or near misses
- Minimising and mitigating any adverse effects of our activities on the environment
- Preventing pollution, using energy efficiently and progressively reducing energy consumption in line with reviewed targets
- Continually improving our health, safety, and environmental performance, by establishing objectives and targets, and carrying out regular audits
- Implementing a waste management programme to reduce quantities of waste and where possible reuse or recycle
- Promoting environmentally responsible partnerships with the wider community
- Achieving available standards in the areas of health, safety, and environment

The Board will:

- Retain ultimate responsibility for risk management, statutory compliance and for determining the appropriate level of health and safety risk acceptable to Fosters
- Understand the activities of Fosters and the hazards and risks associated with its operation
- Actively engage in health and safety through workplace visits and receiving and reviewing EHSR reports
- Direct overall strategy for health and safety and sign off on the operational plan
- Review the performance of organisational risk management systems through Board meeting reporting processes

The Executive (CEO, COO, CFO) will:

- Lead by example, monitor, and review the HSE management system and provide the necessary resources and uphold HSE accountabilities.
- Ensure compliance / leadership in health and safety and the implementation of risk management statutory compliance at Fosters
- Develop the organisational operational plan which integrates health and safety best practice into all areas of management
- Review the active Risk Register quarterly or more frequently if required
- Ensure health and safety performance of Managers is completed as part of performance reviews
- Ensure that notifiable event incidents are reported to WorkSafe in a timely manner
- Ensure the accurate and timely reporting and recording of all injuries and incidents.
- Ensure processes are in place at a business level that integrates HSE performance into business activities to ensure compliance with policy.
- Ensure we meet our obligations under the Health and Safety at Work Act 2015 (HSWA).
- Ensure employees are educated, trained and aware of and committed to the improved health, safety, and environmental performance of the company
- Encourage worker consultation and participation in all matters regarding health and safety.
- Provide a rehabilitation policy plan that supports the safe return to work of injured employees
- Promote continual improvement by leading OH&S improvement initiatives
- Protect workers from reprisals when reporting incidents, hazards, risks, and opportunities

The EHSR Manager will:

- Develop an annual organisational Health and Safety Plan in consultation with the Executive
- Support the Executive and Heads of Departments in discharging responsibility for the implementation of the health and safety plan within their respective departments
- Utilise available tools and opportunities to measure and benchmark health and safety performance.
- Provide health and safety training and advice to Managers and staff
- Provide leadership and education to the Health and Safety Representatives
- Notify Managers of any identified health and safety issues relevant to their areas
- Develop ongoing and effective injury prevention initiatives
- Provide staff screening and ongoing health monitoring associated with specific workplace hazards
- Coordinate and carry out environmental and health & safety audits
- Ensure the hazard and chemical registers are current
- Record, review, and report on staff workplace accidents and provide monthly reports and trend analysis to the COO
- Liaise with WorkSafe New Zealand regarding compliance issues
- Coordinate input from external health and safety experts and consultants as required

All staff will:

- Ensure that Health and Safety plans are being actively followed on each site
- Ensure all visitors to site are recorded in the site register and made aware of Health and Safety procedures
- Make recommendations to improve the effectiveness of health and safety plans
- Take an active role in identifying hazards and unsafe behaviours
- Follow H&S policies on accident / incident reporting
- Act promptly and in accordance with Health and Safety procedures for emergency and environmental situations
- When required, attend, and actively participate in the company's Health and Safety programmes
- Ensure behaviour is consistent in taking the safety of both themselves and others seriously.

The Health and Safety Committee Chairperson will:

- Prepare for the monthly meetings
- Conduct and facilitate the meetings
- Manage and action items discussed and solve problems when issues arise

Health and Safety Rep will: facilitate employee participation in health and safety risk management through:

- Liaising with their Manager or Committee Chairperson regarding health and safety issues
- Seeking staff opinions on health and safety issues, representing employees, and reporting back to staff regarding health and safety issues via staff meetings and noticeboards
- Notifying risks or hazards to their Manager or committee members
- Attending monthly representative health and safety meetings and distributing information to their area of responsibility following these meetings.
- In conjunction with their manager, maintaining and reviewing their workplace hazard and chemical register
- Assisting in environmental and health & safety audits of their work area
- Assisting in orientation and training of new employees to their work area in respect of hazards and controls specific to their work
- Attending ongoing training as provided for their roles

CONTRACTORS will:

- Communicate, consult, cooperate, and coordinate activities to meet their health and safety responsibilities to workers and others.
- Complying with all Fosters health and safety policies, plans and rules, provided as part of a contract engagement
- Prepare, implement, and maintain health and safety management plans for work directly under their control. This must include risk assessment, hazard identification and hazard control
- Ensure that the selection, induction, and monitoring procedures for all subcontractors have been carried out

NOTE: all workers have the right to stop work or refuse to carry out work if they believe that doing the work would expose them, or anyone else, to a serious risk to health or safety from an immediate or upcoming hazard. If you have stopped work, you need to let your manager know as soon as you can.

IMPROVEMENTS: can be initiated by any employee when any of the following issues are identified:

- To initiate a change to the OH&S Management System
- To initiate an improvement to the performance and effectiveness of the OH&S Management System
- When an innovation or improvement opportunity is identified
- When a non-conformance is identified at any time
- When a discrepancy, non-conformance or improvement is identified during auditing
- When a customer complaint or any significant customer feedback is received (including compliments)