

**“Health and safety starts with me - Ka tīmata te hauroa me tea ārai hauata ki a au”**

Wade Group and the Management Team is committed to putting safety, health, and wellbeing at the forefront and center of all that we do. This policy applies to everyone who is working for Wade Group. Individually and collectively, we all play an important role in meeting this commitment. In pursuing this commitment, we will:

1. Take a proactive “see something, say something, do something” approach to health, safety and wellbeing and ensure that we look out for each other.
2. Assist individuals and teams to understand we all have a responsibility; the job of identifying hazards, assessing risks, and taking action to ensure a safe and healthy workplace is shared by everyone and that health and safety is non-negotiable.
3. Encourage participation, engage with, and involve teams in fair and effective consultation, and co-operation in relation to relevant safety, health, and wellbeing matters,
4. Share the responsibility to identify risks and hazards and unsafe behaviours and make sure all reasonably practicable steps are taken to manage these risks.
5. Make available and verify the use of appropriate resources and processes to eliminate or minimise safety, health, and wellbeing risks.
6. Protect against harm arising from safety, health and wellbeing risks through the elimination or minimization of those risks.
7. Set measurable objectives and targets (both lead and lag indicators) to continuously improve and progressively set higher standards in our safety, health, and wellbeing performance.
8. Aim to achieve the accurate reporting, recording and investigation of incidents in a timely manner to minimise impact and prevent reoccurrence.
9. Provide necessary information, education, undertake on-going training, instruction, or supervision to maintain a safe and healthy working environment.
10. Support a safe and early return to work for people, if they are injured or ill, and encourage participation in health, safety, and wellbeing programmes.
11. Maintain and continually improve our health and safety management system.

- 12. Require our contractors, suppliers, and their sub-contractors to demonstrate the same commitment to achieving excellence in health and safety performance, managing overlapping duties together.
- 13. Respond immediately to all notifiable events and comply with all relevant legislation, regulations, codes of practice and industry standards, including the ISO 45001 requirements and safe work practices.
- 14. Champion innovation and recognise and reward excellence in health, safety, and wellbeing.

Underpinning this policy are procedural documents and systems that assist and support everyone to understand and achieve, “Health and safety starts with me - Ka tīmata te hauoro me tea ārai hauata ki a au”. Our aim is to provide the highest level of protection against harm arising from safety, health and wellbeing hazards and risks as is reasonably practicable. This signed statement of Policy confirms our commitment.

**Review Protocol:**

Policy Owner: Wade Group Management Team

Approved By: Managing Director

Policy Reviewed By: Management Team

Date Reviewed: 16 June 2024

Next Review Date: 16 June 2026

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