

Health and Safety Policy

1.0 Objectives

As a Person Conducting a Business or Undertaking, (PCBU), Waste Management NZ Limited and its subsidiaries (“WM”), are committed to the safety, health and wellbeing of our workers. We believe that all workplace related incidents, injuries and illnesses are preventable and aspire to achieve our aim of “Zero Harm” by making health and safety the first priority in all our business activities. We also believe that attaining the highest standards in health and safety is paramount to the success and sustainability of our business.

2.0 Waste Management achieves these objectives by:

- a) Expecting all workers and contractors to cease work if they feel unsafe;
- b) Consulting with workers and relevant stakeholders in the decision making processes impacting on workplace health and safety;
- c) Complying with all legal requirements in accordance with [The Health and Safety at Work Act 2015](#), codes of practice and standards applicable to our activities;
- d) Ensuring our systems and processes effectively support the business and our workers to work safely;
- e) Demonstrating visible safety leadership through our supervisors , managers, and Directors;
- f) Identifying and understanding the hazards and risks relevant to the activities we undertake and provide effective controls to assess, and manage them accordingly;
- g) Providing appropriate training and support to our workers and contractors to enable them to understand our vision of “Zero Harm”, and to allow them to perform their roles competently and safely;
- h) Setting objectives, targets and key performance indicators which continually drive us to improve our health and safety performance;
- i) Learning from our performance and continuously improving our processes and work practices; and sharing lessons learnt with others;
- j) Ensuring that all incidents are investigated fully - specifically identifying the causal and contributing factors so that appropriate corrective actions are taken;
- k) Identifying Critical Risks and ensuring these are actively managed;
- l) Regularly undertaking audits and inspections of our operations; and
- m) Communicating this Policy to workers and interested stakeholders; and reporting on our health and safety performance openly and transparently.

3.0 All Officers are required to:

- a) know about workplace health and safety matters and keep up-to –date;
- b) gain an understanding of the operations of the organisation and the hazards and risks generally associated with those operations;
- c) ensure the PCBU has appropriate resources and processes to eliminate or minimise those risks;
- d) ensure the PCBU has appropriate processes for receiving information about incidents, hazards and risks, and for responding to that information;
- e) ensure there are processes for complying with any duty, and that these are implemented;
- f) verify that these resources and processes are in place and being used.

4.0 All Workers and Contractors are required to:

- a) Carry out their work in accordance with WM's safety policies, processes and procedures;
- b) Be accountable for their own safety, and that of others; "SLAM" – Stop, Look, Assess and Manage the hazards and risks inherent to the activities they undertake;
- c) Take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons;
- d) Comply, so far as reasonably able, with any reasonable instruction that is given to them by the PCBU to allow the PCBU to comply with the law;
- e) Stop work if they feel unsafe; and
- f) Immediately report any hazards or identified risks and all incidents which cause actual or potential injury or damage.


5.0 Worker Health and Wellbeing

- a) Employed workers are required to undergo an annual health assessment at WM's cost which may include health monitoring in relation to identified work risks and a general health assessment for the Employee's benefit.
- b) The employed worker will receive all health assessment results. WM will not receive any personal information relating to individual health assessment results with the exception of health monitoring of work-related hazards.
- c) Non-permanent workers will be assessed dependently on the task they are completing for WM. Where the task has a potential risk to a workers health and wellbeing, this will be discussed and reviewed accordingly.

6.0 Application

This Policy applies to all workers, contractors and joint venture partners engaged in activities under WM's operational control.

This Policy will be reviewed annually.


Approved by the Managing Director
Date: 26 / 7 / 2018