



Health and Safety Policy

The management of Ashhurst Engineering & Construction Co. (1989) Ltd is committed to providing and maintaining a safe and healthy working environment for its employees, visitors, and all persons using the premises or an AEC managed site as a workplace.

To ensure a safe and healthy work environment, management have developed and will maintain a Health and Safety management system. Specifically, management will:

- Set health and safety objectives and performance criteria for all managers and work areas
- Annually review health and safety objectives and managers' performance
- Actively encourage the accurate and timely reporting and recording of all incidents and injuries, and report any Notifiable Events to Worksafe NZ
- Investigate all reported incidents and injuries to ensure all contributing factors are identified and, where appropriate, plans are formulated to take corrective action
- Actively encourage the early reporting of any pain or discomfort
- Provide a treatment and rehabilitation plan that ensures a safe, early and durable return to work
- Identify and assess all existing and new hazards and risks, and ensure, so far as is reasonably practicable, to eliminate or minimise exposure to these
- Ensure that all employees are made aware of the hazards and risks in their work area and are adequately trained to enable them to perform their duties in a safe manner
- Encourage employee consultation and participation in matters relating to health and safety
- Promote a system of continuous improvement, including the annual review of policies and procedures
- Meet our obligations under the Health and Safety at Work Act (HSWA) 2015 and all supporting Regulations and relevant Codes of Practice, Standards or Guidelines.

Every employee of the company is required to share in the commitment to health and safety, and is expected to play a vital and responsible role in maintaining a safe and healthy workplace through:

- Observing all safe work procedures, rules and instructions
- The early reporting of any pain or discomfort
- Taking an active role in the company's treatment and rehabilitation plan, to ensure an "early and durable return to work"
- Ensuring that all incidents, injuries and hazards are reported to the appropriate person.

As part of the ongoing commitment to occupational health and safety, AEC has established a Health and Safety Committee. The Health and Safety Committee includes a senior management representative, employee representatives and nominated Health and Safety Representatives. The committee is responsible for the implementation, monitoring, review and planning of health and safety policies, systems and practices.

Signed by the Managing Director:

Date: 4th February 2021