

Health Safety & Wellbeing Policy

At a glance

We all have an important role to play in ensuring we operate against the highest standards of health, safety and wellbeing. At One NZ, we are committed to creating a workplace that is safe and healthy for everyone who works and visits our sites or are affected by our operations.

1 Our commitment

Our commitment is to foster a strong culture of health, safety and wellbeing best practice. We ensure the principles of health, safety and wellbeing risks are embedded across One NZ and Absolute Rules are enforced to control our critical hazards and risks.

Our People Leaders role model Our Behaviours and take a proactive approach to ensure health, safety and wellbeing is considered in everything we do.

We are all about bringing our whole self to work, living our values and following our Absolute Rules so everybody gets homes safe.

We do this by:

- Investing in the appropriate capability, resources and processes to deliver on our health, safety & wellbeing strategic objectives
- Engaging with our frontline to understand the health, safety and wellbeing risks within our operations
- Monitoring our workplaces through investigation of incidents and proactive auditing so we learn from these outcomes and create a high performing safety culture
- Actively engaging with our people, partners, contractors and suppliers in the development of our health safety and wellbeing systems and processes
- Promoting and supporting the health, safety and wellbeing of our people and their safe return to work following an injury or illness
- Striving for continual improvement through periodic management and independent reviews

2 Our absolute rules

All One New Zealand employees, contractors and partners are required to always follow our absolute rules.

Absolute Rules



We drive safely and legally and **ALWAYS**:

- a. Wear a seatbelt.
- b. Obey speed limits.
- c. Only ever use handsfree audio while driving



We **NEVER** carry out any street or underground work unless it is safe to do so and we are competent to complete the tasks.



We bring our whole selves to work and **NEVER** Work under the influence of alcohol or drugs



We **NEVER** work on any electrical equipment or with electricity unless we are qualified to do so.



When working at height we **ALWAYS**:

- a. Have the appropriate equipment to complete the tasks
- b. Use the required personal protective gear correctly.

3 Document History

Policy Owner:	Policy Champion:	Version:	Date:
Head of Reward, Property & HR Operations- Bonita McCarthy	Health & Safety Lead- Malani Vandayar	Version 0.1	24/03/2023

Version:	Date:	Changes made:	Approved by:
Version No.	Date	Description of changes made	Name(s)/Title(s)
0.1	24/03/2023	Refreshed the Absolute Rules: <ul style="list-style-type: none"> • Driving, seatbelt and mobile merged into a single rule. • Revised working at heights rule for relevance to all parts of the business. • Added competency requirement to the underground services and working with electricity rules. 	Jodie King

