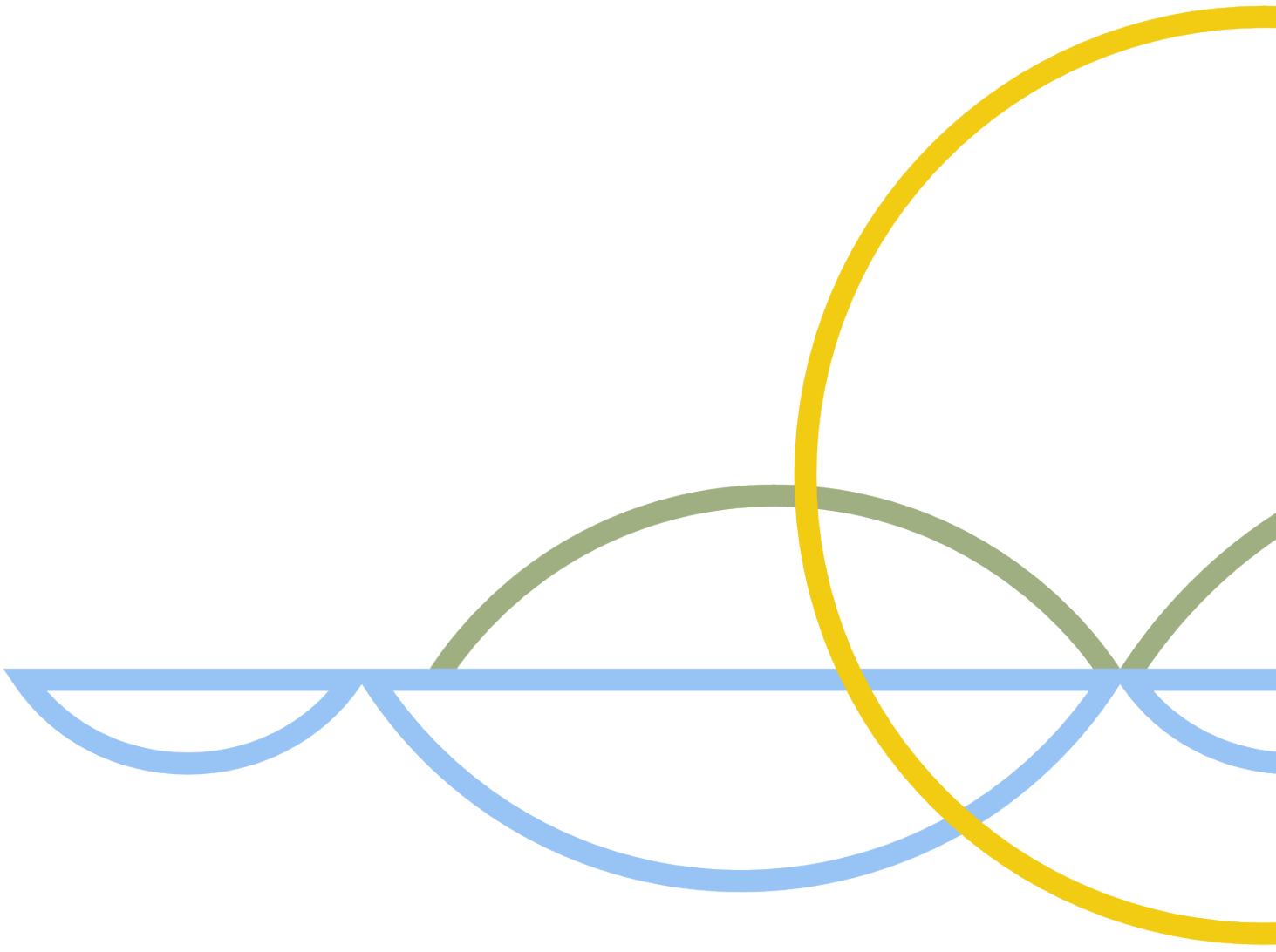
Version 3 Version Date: 01/07/2026

TIAKI WAI

Care in every drop | He wai whakauka

# Health, Safety, and Wellbeing Policy



## Document control

| Version | Version date | Changes | SME | Approver |
|---|---|---|---|---|
| 5 | 01/07/2026 | Existing Wellington Water Policy rebranded. To be adopted in current form by CE prior to 1 July then reviewed and and adopted formally by the Board by November 2026. | | Mike Brewster, CEO<br>Board |
| 4 | 17/02/2025 | | | Chris Anderson, Head of Health and Safety |

## Review information

| | |
|---|---|
| **Latest review date** | 01/07/2026 |
| **Next review date** | 01/11/2026 |
| **Review cycle** | Annually |
| **Owner** | Chris Anderson, Head of Health and Safety |

## Tiaki Wai disclaimer

This material is provided on a good faith basis to advance the principal objectives of Tiaki Wai. Every effort has been made to ensure that the information contained is accurate as at the date of preparation. To the greatest extent allowed by law, Tiaki Wai is not responsible for any loss that arises from the use of this material by any party. Tiaki Wai makes no guarantees regarding the content or accuracy of information contained herein.

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# 1 Our Purpose

Tiaki Wai exists so that people in the Wellington Region have safe, reliable, compliant, and affordable drinking water, stormwater, and wastewater services.

# 2 Our Vision

Our people, suppliers and affected parties go home healthy and safe.

# 3 Our Beliefs

- Health and safety is our top priority.
- We look after ourselves; everyone takes personal responsibility for their own health and safety.
- We look out for each other, suppliers, and the public; we make sure everyone is safe and their wellbeing is supported.
- Tiaki Wai takes a methodical approach to health, safety, and wellbeing; we continuously review our systems to ensure they are up-to-date and ensure that health and safety is foremost in infrastructure planning and design.
- We're always committed to health and safety; nobody walks past an unsafe activity or work site - we make it safe.

# 4 Our Focus

Safety: We identify and manage our most critical risks and improve areas in which harm occurs.

Performance: We measure our performance to help us to continually learn and improve.

Capability: We support our people to have the skills and competencies to work safely.

Wellbeing: We support our workers' mental, physical, spiritual, financial, and social wellbeing.

# 5 Our Commitments

## Leadership

- We make sure our people work in a safe environment.
- We make sure our work sites are safe for suppliers, neighbours, and the public.
- We empower our people to manage health and safety in all situations and demonstrate their 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 imminent hazard.
- We proactively identify and manage hazards and ensure safe behaviour.

- We support the safe and early return to work of any of our people who are injured or sick, and support and follow up on anyone who is injured on a Tiaki Wai site.
- We will not discriminate or take negative steps against a worker because of their involvement in work health and safety.
- We recognise workers and suppliers who practice excellence in health and safety.
- We make sure we proactively and positively support our people's wellbeing.

## Systems

- We make sure our people have the training, skills, and resources to work safely.
- We ensure infrastructure managed by Tiaki Wai is designed, constructed, operated, and maintained safely, and will remain safe for our people, suppliers, and the community.
- We accurately record, investigate, and report incidents and learn from them.
- We monitor our health and safety performance and that of our suppliers as a basis for continuous improvement and identifying new and safer ways of working.

## Working with others

- Our suppliers are required to commit to our vision of our people and suppliers going home healthy and safe.
- We make sure all suppliers working on behalf of Tiaki Wai have high-quality health and safety systems in place.
- We comply with all relevant legislation, regulations, codes of practice and industry standards as a minimum.
- We interpret health and safety broadly and work with all stakeholders to achieve our health and safety vision.