

Health and Safety Policy

Our Purpose

Creating excellence in regional water services for healthy communities

Our Vision

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

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
- Wellington Water takes a methodical approach to health and safety; 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 committed to health and safety at all times; nobody walks past an unsafe activity or work site - we make it safe

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 worker's mental, physical, and social wellbeing

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 general 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 Wellington Water site
- We will not discriminate or take negative steps against a worker because of their involvement in work health and safety
- We recognise staff and suppliers who practice excellence in health and safety

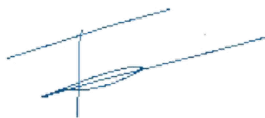
Systems

- We make sure our people have the training, skills and resources to work safely
- We ensure infrastructure managed by Wellington Water 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 Wellington Water have high quality health and safety systems in place
- We comply with and exceed all relevant legislation, regulations, codes of practice and industry standards
- We interpret health and safety broadly and work with all stakeholders to achieve our health and safety vision

TONIA HASKELL
CHIEF EXECUTIVE



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