

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, or are exposed to health risks;
- 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 in a healthy and safe environment;
- 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 in line with the health and safety expectations,
- 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 (Executive LeadershipTeam) 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 Persons in control of a workplace (Regional Manager, Branch Manager, Supervisor) are required to:

- a) Take all practicable steps to ensure the health and safety of all workers while at work;
- b) Ensure that all workers are trained and competent to perform their tasks in line with the company's health and safety processes, procedures, and expectations;
- c) Ensure all HSEQ systems are implemented and followed at all times.
- d) Ensure all workers are able to perform their duties in a health and safe manner (e.g., access to appropriate resources, well maintained plant and equipment, and Personal Protective Equipment ("PPE") relevant to the task; and
- e) Support WM in achieving its objectives set out in [Section 2](#) of this Policy
- f) have a clear understanding of risk and change management and risk identification.
- g) support workers in their understanding and application of risk management.
- h) identify risks that could result in impacting mental health and wellness of workers and apply controls to eliminate them so far as reasonably practicable. If the risks can't be eliminated, they should be minimised.
- i) Sites are required to promote work-life balance to support positive mental health and wellbeing of all workers.
- j) Where managers need assistance from professional services in supporting mental health and wellness of workers upon risk identification then please engage with People and Culture for direction and support.

5.0 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 health and safety, that of others, and ensure their actions or inactions do not create health and safety risks to others;
- c) "SLAM" – Stop, Look, Assess and Manage the hazards and risks inherent to the activities they undertake;
- 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 or exposed to health risks; and
- f) Immediately report any hazards or identified risks and all incidents which cause actual or potential injury, health related issues or damage.
- g) For mental health and wellbeing, the worker suffering harm through the work environment should speak to their manager first, using existing employment relations approaches, or should access support such as RAISE Employee Assistance Programmes.

6.0 Worker Physical Health and Wellbeing

- a) Employed workers will be offered and encouraged to have 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, dependant on the task they are completing for WM. Where the task has a potential risk to a worker's health and wellbeing, this will be discussed and reviewed

accordingly.

7.0 Children in the Workplace

- a) Due to the nature of our work and risks involved, children under the age of 15 are not allowed to be brought into the workplace under any circumstances. Children over the age of 15 can attend a place of work if enrolled in a recognised work experience programme.
- b) Where workers are required to look after a child / children due to unforeseen circumstances during work hours, carers leave or annual leave are provided as an option, or workers may be allowed to work from home only with approval from a Level 3 manager.
- c) If a worker is on parental leave and would like to attend a workplace to introduce their child to fellow workers, this must be approved by their reporting manager first. The parent or child must not enter operational areas due to risk.
- d) Open days or pre-arranged site visits that may involve children attending, must be approved by the relevant divisional General Manager who will nominate a worker/s to be responsible for the safe management of the open day or site visit and ensure safety requirements are met.

8.0 Application

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

9.0 Breaches of policy

Any breach of this Policy, including breaches of local procedures, may result in disciplinary action, with potential of formal outcomes up to and including instant dismissal.

This Policy will be reviewed annually.



Approved by the Managing Director

Date: 02 November 2023