

# Health, Safety and Wellbeing Policy Statement

## Our Health, Safety and Wellbeing Vision

We are an organisation where everyone is safe and well every day.

## Our Principles

Our principles are based upon our organisational values, they drive our Health, Safety and Wellbeing 4-Year Plan and underpin everything we do.

We recognise that ensuring that our people are safe, healthy and well helps us to meet our objectives under Hōkai Rangi.

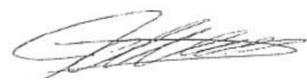
Manaaki (Respect)	<p><b>We ensure our people have the capability, capacity and resources required by:</b></p> <ul style="list-style-type: none"><li>providing the right tools and resources so our people can perform at their best</li><li>promoting an understanding of health, safety and wellbeing across our business</li><li>ensuring our people have the competencies needed to work safely</li></ul>
Kaitiaki (Guardianship)	<p><b>We identify and eliminate or mitigate all health and safety risks, embedding controls to protect our people by:</b></p> <ul style="list-style-type: none"><li>prioritising critical risks, aiming to eliminate or treat these via critical controls</li><li>setting health and safety standards for our partner relationships and seeking assurance</li><li>partnering only with organisations who mirror our commitment to health and safety</li></ul>
Whānau (Relationships)	<p><b>We actively demonstrate effective involvement and consultation by:</b></p> <ul style="list-style-type: none"><li>collaborating and consulting with our people and their representatives on health, safety and wellbeing matters</li><li>recognising the reality of the work our people do and nurturing a fair and just health and safety culture</li><li>sharing learnings and best practice with our partners to drive improved performance</li></ul>
Rangatira (Leadership)	<p><b>We demonstrate strong and visible health, safety and wellbeing leadership by:</b></p> <ul style="list-style-type: none"><li>recognising we are all leaders in health, safety and wellbeing</li><li>our leaders demonstrating their commitment to role modelling positive safety behaviours and leading by example</li><li>being collectively responsible for ensuring our decisions and behaviours do not increase risk to people</li></ul>
Wairua (Spirituality)	<p><b>We are unified in our efforts to champion health, safety and wellbeing by:</b></p> <ul style="list-style-type: none"><li>recognising that we all have a role to play in keeping everyone safe, every day</li><li>encouraging everyone to 'speak up' on health, safety and wellbeing</li><li>celebrating the positive health, safety and wellbeing contributions of our people</li></ul>

## Our Joint Commitment

The Executive Leadership Team is responsible for enacting this policy and making health, safety and wellbeing a living part of our organisation. Together with our Union partners we believe that a strong health and safety culture is a crucial foundation for organisational success and are committed to a process of continual improvement.

Signed


Jeremy Lightfoot  
Chief Executive



Floyd Du Plessis  
President – CANZ



Josephine O’Conner  
PSA National Organiser Community Corrections



Stella Teariki  
PSA National Organiser Prisons



Danielle Davies  
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