

Health, Safety and Wellbeing Policy Statement

Our Health, Safety and Wellbeing Vision

To conduct our business in a way which enables everyone to be healthy, safe and well every day.

Our Principles

Our principles are based upon our organisational values, they drive our Everyone Safe, Every Day strategy and underpin everything we do.

Manaaki (Respect)

We ensure our people have the capability, capacity and resources required by:

- providing the right tools and resources so our people can perform at their best
- promoting an understanding of health and safety across our business
- ensuring our people have the competencies needed to work safely

Kaitiaki (Guardianship)

We identify and eliminate or mitigate all health and safety risks, embedding controls to protect our people by:

- prioritising critical risks, aiming to eliminate or treat these via critical controls
- setting health and safety standards for our partner relationships and seeking assurance
- partnering only with organisations who mirror our commitment to health and safety

Whānau (Relationships)

We actively demonstrate effective involvement and consultation by:

- collaborating and consulting with our people and their representatives on health, safety and wellbeing matters
- recognising the reality of the work our people do and nurturing a fair and just health and safety culture
- sharing learnings and best practice with our partners to drive improved performance

Rangatira (Leadership)

We demonstrate strong and visible health, safety and wellbeing leadership by:

- recognising we are all leaders in health and safety
- our leaders demonstrating their commitment to role modelling positive safety behaviours and leading by example
- being collectively responsible for ensuring our decisions and behaviours do not increase risk to people

Wairua (Spirituality)

We are unified in our efforts to champion health, safety and wellbeing by:

- recognising that we all have a role to play in keeping everyone safe, every day
- encouraging everyone to 'speak up' on health, safety and wellbeing
- celebrating the positive health and safety contributions of our people

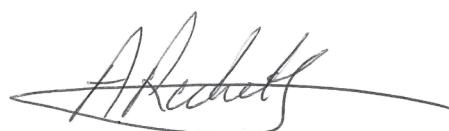
Our Joint Commitment

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:



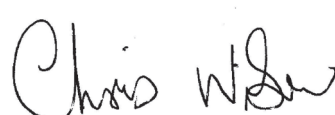
Christine Stevenson
Chief Executive



Alan Whitley
President – CANZ



Peter Robertshaw
PSA National Organiser Corrections



Chris Wilson
Industrial Advisor - NZNO