

## Health and Safety Policy

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*Approved by:* Board of Directors      *Date:* 2 July 2018  
*Owner:* Chief Executive Officer      *Next Review:* 2 July 2020

### **Principles endorsed by the Board**

This Health and Safety policy provides the context, direction and framework within which all other health and safety materials at Cavalier are developed. It is the bedrock of a proactive creative culture for managing our operational risks. Health and Safety matters because it is about the safety and wellbeing of all our people.

Our contribution to managing our own hazards and risks, and continually improving our performance matters. Our Health and Safety commitment is to manage operational risks in support of all of our company's short and long term targets and outcomes.

### **We are committed to our people and the following outcomes:**

- No accidents, no injury or ill health to workers or to people within our sphere of influence.
- At all levels and in all roles, everyone in Cavalier taking personal responsibility for making Health and Safety an essential part of our business, fully participating through a creative culture, and intervening in unsafe acts and behaviours.
- Promoting the physical, mental and emotional health and wellbeing of our people so they can go home fit and feeling good at the end of every working day.
- Sharing our results and what happens as we do our work, externally benchmarking, celebrating the good, and actively learning from and making timely improvements to the not so good.
- Providing thought leadership and sharing our experience with others while inspiring, and being inspired by, our partners, customers and suppliers creating their own healthy workplaces.

### **We demonstrate Health and Safety matters and each of these commitments by:**

- Having an operational risk management system which is core to our business, designed to eliminate or otherwise minimise hazards and risks, executed within a cycle of continuous improvement, and regularly benchmarked to a recognised external standard.

- Pledging to eliminate harm and sources of harm in the workplace, looking for underlying causes using a just culture so we can make systemic improvements.
- Holding people accountable by communicating policy, setting targets, delivering on plans and actions, measuring performance, and providing assurance that whatever we report is what really happened.
- Being clear and straight up on the Health and Safety rules, standards and processes, and the accountability for any failure to comply.
- It is our intent to comply with our legal requirements and relevant codes of practice, and to choose where we make conscious decisions to lead or change the game so we deliver outcomes and results that we can be proud of.
- Sharing our expectations with our business partners for managing their Health and Safety risks. By living our commitments through visible actions and leadership, we will make the difference with Health and Safety that our people deserve and our stakeholders expect. In doing so, we will make a meaningful contribution to our people and local communities, the New Zealand economy and future generations.

## Review

- The Board is accountable for approving this Policy and any amendments to it.
- This Policy will be reviewed by the Board every 24 months.