



HEALTH & SAFETY POLICY

To create a brilliant
connected future for
New Zealand

Connect 8 is committed to a proactive and preventative approach to well-being, health and safety, including the early and safe return to work of any injured person. To support this approach, we have established an overarching policy in which our Health and Safety fundamental is:

Safety - Our first priority is the health and safety of our people, subcontractors, customers and the general public.

The management is committed to a safe and healthy working environment for everyone and they will:

- Set health and safety objectives and performance criteria for all departments and managers
- Annually review the health and safety objectives and performance
- Encourage accurate and timely reporting and recording of all incidents and injuries
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action
- Actively encourage the early reporting of any pain or discomfort
- Provide treatment and rehabilitation plans that ensure a safe, early and durable return to work
- Identify all existing and new hazards and take all practicable steps by using the following methods: Elimination (E), Substitution (S), Isolation (I), Engineering Controls (EC), Administrative Controls (AC) and Personal Protective Equipment (PPE).
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner
- Encourage employee consultation and participation in all health and safety matters
- Enable employees to elect health and safety representatives
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees
- Promote a system of continuous improvement, including regular reviews of policies and procedures
- Meet our obligations under the Health and Safety at Work ACT 2015, the Health and Safety (General Risk and Workplace Management) Regulations 2016, codes of practice and any relevant standards or guidelines.



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Every employee is expected to share in the commitment to health and safety. All Manager, Supervisor and Foreman are accountable for the health and safety of employees working under their direction. Each employee is expected to help maintain a safe and healthy workplace through:

- Following all safe work procedures, rules and instructions
- Properly using all safety equipment and clothing provided
- Reporting early any pain or discomfort
- Taking an active role in the company's treatment and rehabilitation plan, for their 'early and durable return to work'
- Reporting all incidents, injuries and hazards to the appropriate person.

Connect 8 will provide a return to work plan for all employees that suffer an injury / illness as a result of a workplace incident. A return to work plan details actions to be carried out to help a worker return to work safely after injury or illness. The plan is developed in consultation with the medical practitioner, the ACC case manager, the ill or injured worker and the GM Safety & People.

The Health and Safety Committee includes representatives from senior management and elected health and safety representatives. The Committee is responsible for helping with the implementation, monitoring, reviewing and planning of health and safety policies, procedures, systems and practices.

A handwritten signature in white ink, appearing to read 'Ray O'Regan'.

Ray O'Regan
CHIEF EXECUTIVE

August 2020