

HEALTH, SAFETY and WELLBEING POLICY

Our goal is that everyone goes home safe every day

We believe

- That all fatalities and injuries are preventable
- In a culture where the health, safety and wellbeing of all people is the over-riding priority
- That excellence in health, safety and wellbeing is crucial to the long-term success of our businesses
- The behaviour of leaders influences safety culture
- Work should not be started if it is unsafe to do so and anyone can and should stop an unsafe act

Our Commitment is to

- Ensure that health and safety is the key performance measure and a core value of our company
- Instill a “Just Culture” where employees and contractors are fully engaged and where health and safety is seen as a collective responsibility
- Continually look for ways we can improve health, safety and wellbeing in the workplace
- Ensure that all workers in our workplace are either trained, deemed competent, or are under training and supervision for the tasks they are performing
- Work together with our employees, contractors and their staff, as appropriate, in the pursuit for safer workplaces
- Encourage employees and contractors to extend their commitment to safety and good health beyond the workplace and into their everyday lives
- Comply with relevant health and safety laws, regulations and industry codes of practices and strive for continuous improvement
- Focus on innovations that will eliminate the highest risks where reasonably practicable

Employees and Contractors shall share the responsibility and must

- Complete a risk assessment before work is undertaken
- Promptly report incidents, unsafe practices and conditions
- Comply with procedures, training, instructions and the Manulife Investment Management Forest Management (NZ) Limited lifesaving rules

It is only through the collective commitment to good safety outcomes that we will meet our goal that everyone goes home safe every day.



Chris Barnes
General Manager
4 April 2022