



## ZESPRI GROUP LIMITED

### Health & Safety Policy

#### Scope

This policy applies globally to all Zespri employees, directors, contractors and visitors.

#### Purpose

A resilient Health and Safety culture is a key part of our business strategy. Zespri encourages open and honest communication, involvement and commitment to achieve a safe, healthy working environment that supports the wellbeing of our employees, visitors and contractors.

#### Principles

Zespri is committed to the health, safety and welfare of its employees, contractors and visitors. It is our intention to achieve excellence in health and safety management ensuring that our staff, contractors and visitors are healthy and safe. Zespri is committed to continually improving performance and proactively managing hazards and risks arising from our undertakings and activities, by:

- Providing and maintaining a healthy and safe work environment for our employees, contractors, visitors and the public through promoting "Safety First."
- Providing information, instruction, training and supervision to ensure hazards are identified, assessed and managed effectively.
- Establishing health and safety goals which are reviewed annually through internal auditing and performance review processes to ensure continuous improvement in health and safety management.
- Supporting and encouraging employees through the provision of health and safety resources to achieve the required objectives and outcomes.
- Ensuring accurate reporting, notification and investigation of all injuries and incidents and provide effective work rehabilitation for all work related injuries and non-work injuries where appropriate.
- Maintaining systems that comply with all legislation, codes of practice and industry standards.
- Setting annual objectives and targets to ensure continual improvement to our Health & Safety performance.
- Consulting with and encourage the full participation of employees in Health & Safety management. Support the safe and early return to work of injured employees.
- Fostering and encouraging open and honest employee participation and consultation processes in health and safety matters, creating a positive safety culture.

#### Requirements of Employees

All Zespri employees are required to:

- Report all incidents and injuries;
- Participate in the health and safety management systems;
- Report any hazards or safety concerns to their managers; and
- Actively participate in rehabilitation programmes for work related injuries/illnesses.

#### Clarification of this policy

Clarification of any of the issues contained in this policy can be provided by the Global Human Resources Manager.

**Policy updated**

June 2015

**This policy is maintained by:**

The Global Human Resources Manager

**Other relevant policies**

- Code of Conduct

**General disclaimer**

*Company policies are an important mechanism for employee understanding of business processes and standards expected from Zespri. Managers are required to ensure that their direct reports are aware of business policies and that these policies are being followed. When developing new policies and processes, managers and employees should consider where opportunities for inappropriate activity may be created and provide appropriate mitigation controls to reduce the opportunity. Zespri policies are to be reviewed periodically by the business to ensure that they are still current and relevant. Any changes to existing policies or any new policies must be communicated to employees in a timely manner.*