

BLUE STAR HEALTH & SAFETY POLICY

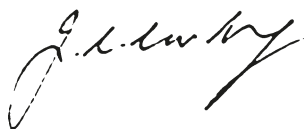
PURPOSE

The management of Blue Star NZ and all its associated sites are committed to providing and maintaining a healthy and safe working environment for all employees, contractors, visitors, and any person working on any of Blue Star NZ premises. To achieve this, we have developed and maintain a system to manage health and safety

MANAGEMENT COMMITMENT

We will

- Set health and safety objectives.
- Annually review health and safety objectives and performance.
- Provide targeted prevention measures to actively reduce incidents
- Encourage the accurate and timely reporting and recording of all near misses, incidents and injuries including the early reporting of any pain or discomfort via the Blue Star online H&S system.
- Investigate all reported near misses, incidents, and injuries to ensure all contributing factors are identified and, where appropriate, plans are formulated to take corrective action.
- Provide a treatment and rehabilitation plan that ensures a safe, early, and durable return to work.
- Provide annual health and wellbeing checks to employees and support to employees through EAP counselling services when in need.
- Identify all existing and new hazards, and take what is reasonably practicable to eliminate, or minimise the exposure to any hazards particularly the hazards deemed to be significant.
- Ensure that all workers are made aware of the risks in their work area and adequately trained to enable them to perform their duties in a safe manner.
- Encourage worker consultation and participation in all matters relating to health and safety.
- Promote a system of continuous improvement, including the review of all policies and procedures.



Jill Cowling
Group Chief Executive Officer
Blue Star and Webstar

Effective from January 2020

LEGISLATIVE COMPLIANCE

Blue Star will meet all obligations under the Health and Safety at Work Act 2015 and the Health and Safety in Employment Regulations 1995, Codes of Practice and any relevant Standards or Guidelines.

EMPLOYEE RESPONSIBILITY

- Every Blue Star employee is expected to share in the commitment to health and safety and play a vital and responsible role in maintaining a safe and healthy workplace by:
 - Observing all safe work procedures, rules, and instructions.
 - The early reporting of any pain or discomfort.
 - Taking an active role in the company's treatment and rehabilitation plan, to ensure an "early and durable return to work"
 - Ensuring that all near misses, incidents, injuries, and hazards are reported to the appropriate person in an accurate and timely manner.
 - Provide an environment that promotes and empowers feedback from all individuals in relation to Diversity and Inclusion, in respect to ideas, challenges and solutions
 - Develop a dashboard of Key Performance Indicators to measure our implementation and continuing success of Diversity and Inclusion.

HEALTH & SAFETY REPRESENTITIVES

The Health and Safety Representatives will actively participate in the implementation, monitoring, review and planning of health and safety polices, systems and safe work practices within Blue Star.

CONTRACTORS & VISITORS

Contractors and Visitors will be briefed on the health and safety requirements of the company in accordance with the Health and Safety at Work Act 2015.

Reviewed 01 September 2024