Work Health & Safety Policy Statement

Zenith Water is committed to providing a safe and healthy workplace for all of its employees, contractors and all visitors to the site. Zenith is committed to complying with all relevant work, health and safety legislation, codes of practice and other safety guidance material.

This policy statement applies to all Zenith Water officers, employees and contractors undertaking any activity for or on behalf of Zenith (each referred to as a **Relevant Perso**n), whether this be on Zenith Water's premises or elsewhere.

Health and safety must be considered in every process and activity, including procurement and purchasing, product and service development and planning, maintenance etc.

Key Goals

The main goals that this policy statement seeks to achieve are:

- to establish and maintain initiatives for workers consultation and participation;
- to eliminate and, when not possible to eliminate, minimise any risk to health and safety;
- to prevent injuries and ill-health;
- to conform with ISO 45001:2018 and comply with all relevant compliance, legal, regulatory and statutory requirements; and
- to continuously improve.

Meaningful Obligations

Depending on their role, all Relevant Persons are responsible for ensuring that Zenith Water is and other Relevant Persons are (and must immediately report to their manager or HR Advisor if they believe that to some extent that any person to whom this policy statement applies is not):

- providing a safe place to work including safety equipment and materials;
- providing appropriate induction, training and supervision;
- proactively identifying risks and unsafe behaviours and eliminate or, when not possible to eliminate, minimise them;
- monitoring workplaces and workers health, especially those who work in high-risk areas or activities;
- assessing and recognising the health and safety performance of employees; and
- providing opportunities for fair and effective workers representation and resolution of issues.



Daniel Cuthbert
Country Manager - NZ
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