



We care for each other and the environment

Ka tiaki tātou i a tātou anō, ka tiaki hoki i te taiao

June 2021

We demonstrate this core value of Antarctica New Zealand by providing safe and healthy working conditions and systems, both in New Zealand and where we operate in a complex, dynamic and ever-changing environment in Antarctica. We encourage a positive culture focussed on proactively controlling risks to prevent work-related injury and ill health, including mental illness, to our workers and others working for us and with us.

We believe ...

- health, safety and wellbeing is everyone's responsibility
- anyone can stop an unsafe act or unsafe condition
- that all risks can be controlled to prevent serious incidents and harm
- we must always learn and continually improve from both our failures and successes

Our commitment is to...

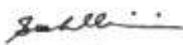
- demonstrate leadership and governance of our certified HSMS, and empower our workers to be health and safety leaders who are able to make good decisions on managing their own health and safety, and to support others
- set objectives and targets then implement processes to perform, and measure the achievement of the intended outcomes of our HSMS through regular reviews
- comply with, as a minimum, the Health and Safety at Work Act and associated regulatory requirements, and our HSMS certification requirements
- ensure that our people are trained, competent and confident to perform and be able to manage risks to their health, safety and wellbeing, in fast changing, dynamic situations and conditions
- ensure our people have access to, and the support and knowledge they require to develop and maintain positive physical and mental wellbeing
- consult, cooperate, collaborate and communicate with our people, their representatives, and others that work for us and with us to ensure participation and engagement to achieve objectives and maintain our values
- proactively manage health, safety and wellbeing hazards and risks by ensuring hazards are identified and eliminated where possible. Remaining hazards will be managed in accordance with our risk management framework, reducing risk so far as is reasonably practicable using the hierarchy of controls to prevent work related injury and illness including mental illness
- monitor the effectiveness of risk controls to ensure suitability and application
- implement health, safety and wellbeing initiatives and encourage engagement to extend commitment to safety, good health and wellbeing beyond the workplace
- celebrate the success of our health, safety and wellbeing performance, safe acts, demonstration of values beyond role
- review this policy at least annually, and communicate it to everyone who works for us and with us

Our leaders will...

- provide effective, timely and appropriate training, information, supervision and communication on health, safety and wellbeing risks and controls
- promote health, safety and wellbeing programmes, and lead an engaged culture aligned with our values across the organisation
- ensure that effective and timely action is taken to manage existing, new and emerging health, safety and wellbeing risks appropriately
- foster a positive reporting culture that focusses on prevention of harm, encourages investigation of all reports to determine root causes, that drives improvement actions and shared learnings
- support workers requiring help as a result of adverse health, safety and wellbeing

Everyone will...

- care for their own health, safety and wellbeing and that of others they interact with
- contribute positively to programmes that promote health, safety and wellbeing
- follow all work instructions and safety requirements applicable to work undertaken
- promptly report all near misses, incidents, hazards including unsafe acts and conditions, and take immediate appropriate and safe action
- encourage each other to report safe acts, innovative controls and shared learnings to continually improve work as done
- stop any activity they believe may be harmful


Sarah Williamson
Chief Executive


Sir Brian Roche
Board Chair