



We demonstrate this core value of Antarctica New Zealand by providing safe and healthy working conditions and systems. We have a positive culture for the prevention of 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 (physical and mental) 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 improve from both our failures and successes

## Our commitment is to

- develop and maintain a contemporary Health and Safety Management System (HSMS)
- demonstrate leadership and governance of our 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 supporting others
- set objectives and targets then implement processes to manage, measure our achievement of the intended outcomes of our HSMS, and review to continually improve our performance
- comply with, as a minimum, the Health and Safety at Work Act and associated regulatory requirements, and our HSMS certification requirements
- ensure our people have access, support and knowledge they require to develop and maintain positive physical and mental wellbeing
- ensure that our people are trained, competent and confident to perform and be able to dynamically manage risks to their health, safety and wellbeing, in fast changing situations and conditions
- 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
- actively 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 the risk register, 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 our staff to extend their commitment to safety, good health and wellbeing beyond the workplace
- ensure continual improvement of our HSMS through regular review
- 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, procedures, systems
- and lead a positive 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 encourages capture and 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 actively to a positive working environment, programmes and system that promotes health, safety and wellbeing follow all work instructions and safety requirements
- applicable to work undertaken promptly report all near misses, incidents, hazards including unsafe practices and conditions, and take immediate appropriate and safe action
- encourage each other to nominate and 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