



# Health and Safety Policy

## We are Guardians / He Kaitiaki Mātau

At RealNZ, we take our responsibility seriously to care for our people, places, and heritage. We're committed to maintaining a safe and healthy environment across all our operations, ensuring everyone can work and experience our experiences safely and return home well.

### Our commitment:

- Provide and maintain safe work environments, systems, plant, equipment, and facilities.
- Identify and assess the risks and opportunities inherent in our business activities, and ensure fit for purpose risk control measures are effective, implemented, and regularly monitored.
- Comply with the Health and Safety at Work Act 2015 and any other legal and regulatory requirements applicable to our business.
- Promote a culture of care, curiosity, and continuous improvement through visible leadership.
- Support wellbeing through proactive health initiatives and rehabilitation.
- Collaborate with other PCBUs where duties overlap.
- Provide workers with training, resources, and information to work safely, manage incidents and respond to emergencies.
- Consult with and encourage the participation of workers in the development and continuous improvement of our integrated safety and wellbeing systems.
- Recognise safety achievements and foster a learning culture.



### Our expectation:

- Always work safely to protect yourself and others.
- Promptly report hazards, incidents, injuries, and near misses and help find risk controls.
- Stop unsafe work and escalate concerns.
- Engage in training, communication, and wellbeing initiatives.
- Ensure you are competent to work safely.
- Continuously improve safety through consultation and collaboration.

John Johnston **Interim Chairman**

Dave Beeche **Chief Executive**

**Date** November 2025