



ZESPRI GROUP LIMITED

Global Health & Safety Policy

Scope

This policy applies globally to all Zespri employees, directors, contractors and visitors.

Purpose

To demonstrate the commitment of Zespri in the safety and wellbeing of workers in the supply of Zespri kiwifruit to consumers globally. This policy helps to this provide assurance to workers, visitors, suppliers, customers and the end consumer that safety and health is paramount for Zespri.

Principles of Health and Safety at Zespri

Zespri, its Board, leadership and people are committed to the health, safety and welfare of everyone we work with; our people are our most valuable asset and their wellbeing provides a foundation for everything we do. Zespri strives for excellence in health and safety management, ensuring that everyone we work with and our visitors are healthy and safe. Zespri is committed to continually improving performance and proactively managing hazards and risks arising from our undertakings and activities, by:

- Promoting an interdependent culture and a belief that zero harm is achievable.
- Establishing health and safety goals which are reviewed annually through internal auditing and performance review processes to ensure continuous improvement in health and safety management.
- Providing and maintaining a healthy and safe work environment for our employees, contractors, visitors and the public.
- Fostering and encouraging open and honest worker participation and consultation processes in health and safety matters.
- Providing information, instruction, training and supervision to ensure hazards are identified, risk assessed and managed so far as is reasonably practicable.
- Supporting workers through the provision of health and safety resources to achieve the required objectives and outcomes.
- Consult, coordinate and collaborate with other entities to ensure clarity in roles and responsibilities for health and safety and ensuring those who are best equipped to manage risk do so.
- Ensuring accurate reporting, notification and investigation of all incidents, including near miss events, and ensure all learnings that are reasonably practicable preventative measures are implemented within appropriate timeframes.
- Provide effective work rehabilitation for all work related injuries and non-work injuries where appropriate and support the safe and early return to work of injured persons.
- Maintaining systems that comply with all relevant legislation, codes of practice and industry standards.

Expectation of Zespri workers

All Zespri workers are expected to:

- Help promote a culture of safety, making it part of everything we do;
- Champion a world class attitude and adherence to health and safety management systems;
- Always come to work fit and capable of doing our jobs safely;
- Report all hazards, incidents or H&S issues we might be able to improve; and
- Actively participate in rehabilitation programmes for work related injuries/illnesses.

Clarification of this policy

Clarification of any of the issues contained in this policy can be provided by the Health and Safety Lead.

This policy is maintained by:

Health and Safety Lead

This policy will be reviewed at least every two years to ensure it remains consistent with Zespri objectives and responsibilities.



ZESPRI GROUP LIMITED

Global Health & Safety Policy

Other relevant Zespri policies

Code of Conduct

General disclaimer

Company policies are an important mechanism for employee understanding of business processes and standards expected from Zespri. Managers are required to ensure that their direct reports are aware of business policies and that these policies are being followed. When developing new policies and processes, managers and employees should consider where opportunities for inappropriate activity may be created and provide appropriate mitigation controls to reduce the opportunity. Zespri policies are to be reviewed periodically by the business to ensure that they are still current and relevant. Any changes to existing policies or any new policies must be communicated to employees in a timely manner.