

HS-POL-007

### PURPOSE

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To provide a clear statement of the safety and wellbeing related requirements and expectations Port Nelson has of its leaders, people, and those who enter our workplace. In addition, the Policy provides a reference point for guiding ongoing continuous improvement.

### POLICY

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Working together, all Port Nelson people and those that come into our workplace, will provide an environment that has, as a priority, care for the physical and mental, health and wellbeing of our people, customers, contractors, and community.

Together we achieve this by:

- Placing **people first** and at the heart of our decision-making.
- Building and sustaining a **safety culture**, reflective of our values, where all who work within the port environment are respected and passionately **engaged in safety and wellbeing**.
- Providing our people with the **tools, training, support and authority** to care for themselves, their workmates and all who come into our workplace.
- Ensuring everyone who comes into the Port Nelson workplace **has a voice and is heard**.
- Keeping the **conversation about risk alive**, even when the job appears safe.
- **Visibly demonstrating leadership's commitment** to safety and wellbeing.
- Promoting **clarity** - clear communication and understanding of safety procedures; **compliance** - adherence to safety regulations and requirements; and **consistency** - reinforced behaviours supported by our positive safety culture.
- Sustaining a culture and systems that support active **continuous improvement**.
- Supporting the **safe and early return to meaningful work** of any port person who suffers an injury or illness.
- **Consulting, co-ordinating and co-operating with contractors and third parties** that work at Port Nelson to ensure all work is undertaken safely.
- Being **proactive in identifying workplace risks and hazards** and taking steps to eliminate or minimise these.
- Providing an operating framework that includes **health and safety standards, procedures and metrics**, which support our policy and objectives.



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Paul Zealand  
Port Nelson Board Chair



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Guy Roper  
HSGC Chair



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Hugh Morrison  
Chief Executive



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Rik Taikato  
HSR Committee Chair

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Policy Review Date: 09/10/2025