



# Safety and Wellbeing Policy

*Approved Date: 23 May 2022*

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## PURPOSE

***He aha te mea nui ki a koe i tēnei au.***

***Maku ki atu, He tangata,  
he tangata, he tangata***

***What is the most important thing in this world,  
it is people, it is people,  
it is people***

At Meridian we care deeply about the Safety and Wellbeing of our people.

We recognise world class outcomes can only be achieved through exemplary leadership and the full engagement of our people in Safety and Wellbeing matters.

This policy highlights the commitments we make to ensure Safety and Wellbeing is effectively managed so that our people, our contractors, our customers and members of the public are kept safe and are able to thrive with in the environments we operate.

## SCOPE

This policy underpins our core values and behaviours and provides focus for the management of Safety and Wellbeing within all Meridian sites, operations and subsidiaries.

## SAFETY AND WELLBEING COMMITMENTS

We will work with our people to continuously improve Safety and Wellbeing outcomes by:

- meeting or exceeding the requirements of relevant legislation, regulations, codes of practice, standards and best practice guidelines;
- identifying, recording and managing hazards so as to reduce risk to as low as is reasonably practicable through; elimination, substitution, isolation, engineering controls, administrative controls and PPE (as the final option);
- paying close attention to our Critical Risk's and ensuring the critical controls are applied prior to commencing work;
- ensuring our assets are designed, constructed, operated, maintained and modified so as to ensure risks are reduced to as low as reasonably practical;
- training and equipping our people so that they are competent and confident to work safely;
- ensuring the health and psychosocial risks our people face are, identified, managed and we have processes in place to build resilience;
- reporting, recording and understanding safety and wellbeing events and monitoring performance with the objective of learning and improving;
- being prepared to respond to adverse events so as to minimise any impacts;
- having processes in place to work with our people and treatment providers to ensure effective support is in place so they can recover and rehabilitate from any injuries or episodes of poor health and wellbeing;
- appropriately resourcing our safety and wellbeing requirements.