



The Johnson Group



Alpha's Health & Safety Policy

Alpha is committed to providing and maintaining a safe and healthy workplace for all employees and contractors that prevents work related injury and ill health, and is appropriate to the purpose, size and context of Alpha and addresses the specific nature of our Health & Safety risks and opportunities.

Our commitment extends to:

- Providing through our Health & Safety System a framework for setting annual Health & Safety objectives
- Fulfilling those legal and other requirements that are relevant to the work that our staff and contractors do.
- Assessing the risks associated with hazards so that our staff are aware of those most relevant to them and risk control processes are put in place to manage these.
- Continuously improving our Health & Safety systems and performance.
- Managers are accountable for Health & Safety performance in their areas and will lead by example in all matters of health and safety.
- Consulting with our staff and contractors on Health & Safety through direct and scheduled avenues.

In meeting this commitment, Alpha will:

- Meet our obligations under the Health & Safety at Work Act 2015, the Health & Safety Employment Regulations 1995, codes of practice and any relevant standards or guidelines.
- Have a Health & Safety Manager who is responsible for the programme, control of all Health & Safety documentation, and ensuring that our manuals, processes, and standards are up to date.
- Set health and safety objectives and performance criteria for all managers and work areas which will be reviewed annually
- Investigate all reported incidents, injuries and near misses to identify root cause and formulate plans for corrective action where appropriate
- Encourage the early reporting of any pain and discomfort
- Support rehabilitation of injured staff into a safe return to work
- Identify, control, and monitor hazards and risks including those related to work on sites where there is risk from moisture, asbestos removal, electrical malfunction
- Report to relevant authorities under New Zealand regulation as required for high-risk work if and where this is envisaged
- Ensure that all employees are made aware of risks in their areas of work and are trained to carry out their duties in a safe manner

- Consult with and encourage full participation of staff in Health and safety matters, and encourage employees to elect health and safety representatives
- Ensure that all contractors and subcontractors manage health and safety proactively by monitoring their performance on site
- Promote excellence in health and safety performance, seeking continual improvement including planned reviews of policies, procedures, and systems
- Provide a safe and healthy work environment and ensure that equipment and proper materials are fit for the intended purpose
- Develop emergency procedures appropriate to the range of work environments

Every employee and contractor is expected to share in the commitment to health and safety in the workplace through:

- Following all safe work procedures, rules, and instructions
- Using correctly all provided safety equipment and clothing provided
- Reporting early any pain and discomfort
- Taking an active role in the company's treatment and rehabilitation process
- Actively participating in the consultation process
- Reporting all incidents, injuries, and hazards to the appropriate person

Document Review

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Next review date: 31 July 2025

Signed: *Colin Mathieson*

Colin Mathieson, Chief Executive Officer