

HEALTH AND SAFETY POLICY

Our Commitment

At NZME we believe that a healthy and safe work environment contributes to our success. As a company we are committed to ensuring we have a framework, culture, and practices in place to protect our people, contractors, and customers and that aims to prevent work-related injuries and illnesses.

NZME recognises that every individual at NZME regardless of their role, plays an essential part in our health and safety system and taking steps to protect not only themselves, but those around them. Therefore, communication and consultation between our Board, Executive, leaders, team members, contractors and customers is crucial in the ongoing development of our health and safety system and how we manage our risks.

NZME consistently looks for new and more effective ways to improve how NZME prevents and manages health and safety risks.

Our team is committed to reporting and investigating all accidents, incidents and near misses to drive improvement in health, safety and wellbeing - any lessons learned are used to take corrective action to prevent recurrences.

NZME leaders regularly monitor our key health and safety performance indicators, the effectiveness of our health and safety system and the controls that are in place to manage the risks that arise from NZME's operations.

This policy is delivered by:

- the commitment, action and support of our Board Members, Executives and Leaders.
- generating a culture where people's health, safety and wellbeing takes priority; and
- ensuring the meaningful involvement of all our people, contractors, and customers.

NZME is guided by the following health and safety principles:

1. All of our operations are conducted in compliance with relevant legislation, regulations and codes of practice with a resolute commitment to embedding a high performing health and safety culture.
2. All reasonably practicable steps will be taken to ensure safe working conditions and provide our team with safety and health information regarding hazards in their workplace.
3. Provision of a work environment that promotes both physical and mental wellbeing, along with relevant support where needed.
4. Employee and union consultation and participation in the development of health and safety processes and procedures is supported and encouraged.
5. There is a commitment to provide appropriate training and instruction for all employees and managers on health and safety issues affecting their work.
6. All employees and contractors are aware of their responsibility to perform company activities safely and without causing harm to themselves or anyone else in the workplace.
7. All information concerning accidents and incidents will be reported and recorded in an accurate and timely manner.
8. A system of continuous improvement is promoted by NZME leaders; this includes regularly reviewing policies, improving work systems and procedures.
9. Provision of treatment and rehabilitation support will be facilitated where appropriate to ensure a safe, early, and sustainable return to work.

Whistleblower Policy

NZME employees and contractors can also report any concerns about unacceptable, unethical, or illegal conduct to a confidential, 24/7 toll-free hotline called **FairCall**, managed independently by KPMG Forensic.

Examples of reportable matters under NZME's Whistleblower Policy include:

- Breach of any Company Policy including the Company's Code of Conduct and Ethics
- Sexual harassment
- Unsafe work practice or environment

Reportable matters may be raised through any of the following confidential reporting channels:

- **Independent, externally hosted toll-free telephone line (FairCall):** 0800 100 526
- **Email:** faircall@kpmg.com.au
- **Post:**
The FairCall Manager
KPMG Forensic
PO Box H67
Australia Square
Sydney NSW 1213

All reports received through these channels will be forwarded to the **Chief Executive Officer (CEO)** and the **General Counsel**, unless the report relates to, or gives rise to a conflict of interest for, either of these roles. In such cases, the report will instead be directed to the **Chairperson of the Audit & Risk Committee** and the **Chair of the Board of NZME**.

Where reports are received by the CEO and/or General Counsel, they will determine whether the matter should be escalated to the Chairperson of the Audit & Risk Committee. The CEO and General Counsel will then jointly consider the report and decide on the appropriate course of action. This may include requesting special handling of the report, such as engaging external legal counsel, accountants, or other specialist advisers.

For more information please refer to our Whistleblower Policy available on ConnectMe.

OTHER RESOURCES

1. Acceptable Workplace Behaviour Policy
2. Bullying Policy
3. Discrimination & Harassment Policy
4. [Whistleblower Policy](#)
5. Health and Safety at Work Act 2015
6. Employment Relations Act 2000

Document Control Information

Author	Frana Potter	Status	FINAL
Version	5.0	Date	March 2026
Approved By	Board	Review Date	April 2027
Location	ConnectMe		