

# Health and Safety Policy



1 June 2022



**Westland Milk Products**  
Hokitika · New Zealand

*Nourishment made beautifully*

# Westland Milk Products – Health and Safety Policy

## Purpose and intent

The purpose of this policy is to outline Westland Milk Products' (Westland's) commitment to health and safety, the intent of which is to support our key safety objective of “everybody home safe every day” from our sites, and to encourage and support our people in maintaining good health and general wellbeing.

## Scope

This applies to all Westland's locations and to those operations with any other parties where Westland has management control. Where Westland is involved in joint ventures where it does not have management control, Westland's intent is to ensure the approach to health and safety is consistent with the standards set out in Westland's health and safety policy.

## Policy

Westland is continuously improving its safety systems to ensure that there is no harm to anyone at our operations. Our health and safety practice is part of the “Westland Way” and is simply part of the way we do things. We recognise a commitment to improved safety performance is essential to our long-term success. The key areas of focus and goals for Westland's health and safety programme are:

- People – Create an organisational culture where all people in any level of the business believe in a “safety first” culture and demonstrate a commitment to achieving that by a focus on safety, health and general wellness, including rehabilitation from injuries or other health issues.
- Process – Support our commitment to safety, health and wellbeing by having policies, procedures and programmes in place that proactively reduce exposure to risk for the business and eliminate harm to our people.
- Plant and equipment - Ensure a healthy and safe environment that reduces exposure to risk of harm through the development and continuous improvement of purchasing, design, operation, management and maintenance standards.

Westland is committed to supporting the dairy manufacturing industry and will work towards the development and promotion of best practice standards with its people and industry colleagues. In consultation with our key stakeholders we will:

- Implement safety management systems designed to achieve continuous safety performance improvement.
- Commit to meet Westland's relevant regulatory and industry standards.
- Consult with employees and other workers to encourage participation for continuous improvement and empowerment.
- Implement systems that minimise the exposure of our people to critical safety risks.
- Set SMART health and safety targets (KPIs) for our people which are reviewed regularly and ensure continued improvement of our safety performance.
- Actively work towards full compliance with all legislative requirements.
- Ensure line management are responsible for health and safety.
- Have processes in place to ensure health and safety risks are identified and managed in an effective and timely manner.
- Report, record and investigate all events including near misses, applying corrective actions that will ensure similar events do not reoccur.

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- Provide guidance and support to employees that are required to travel domestically and internationally to ensure that they are kept safe and well while away from their usual workplace.
- Support safety, health and wellbeing initiatives that allow employees to make informed decisions.
- Identify the root causes of all safety non-conformances to address any cultural or environmental issues.
- Promote a supportive workplace environment, where workplace based rehabilitation following an injury becomes the usual course of action whenever possible.
- Require contractors and consultants working at Westland to manage health and safety in line with this policy.