



PURPOSE, OBJECTIVE AND SCOPE

Zespri, its Board, leadership and people are committed to the sustainable health, safety and wellbeing of everyone we work with; Guardianship is a Zespri value and protecting our people's physical and mental wellbeing provides a foundation for everything we do. We strive for excellence in health and safety management and aim to ensure the way we work enables our people, the people we work with, and the people who visit us, to be healthy and safe. We commit to continually improving our safety performance, and proactively managing risks arising from our undertakings and activities.

Our overall intent is that every day our people leave Zespri in the same, or better condition than when they started.

This policy applies globally to all Zespri workers, directors, contractors and visitors.

POLICY OVERVIEW

This policy sets out Zespri's commitment to the safety and wellbeing of our people no matter where they are and outlines the expected safe behaviours we have of our people.

ZESPRI SAFETY AND WELLBEING PRINCIPLES

- Provide a work environment that protects and enables our people to flourish by ensuring all physical and psychosocial hazards and risks are effectively identified and managed. We shall place priority on our fatal and material risks through robust management, monitoring and continuous improvement.
- In alignment with Zespri's purpose, our focus on safety and wellbeing extends beyond Zespri workers. We are also committed to working with all other entities in our industry through consultation, cooperation and collaboration to champion the safety and wellbeing of all industry workers. In doing so, we will seek to ensure that roles and responsibilities are defined, so that risks are managed by the party that is best equipped to do so and in the best interests of our people.
- We will measure our performance with carefully developed metrics set against our objectives that ensure we focus on what matters most and that we hold ourselves and, where appropriate others, to account for safety and wellbeing performance.
- We will invest in and make sure we have fit for purpose systems and processes with the intent to exceed the requirements of local health and safety laws and regulations in the locations we operate within.
- We are committed to continual improvement. We actively seek out to engage our people through safety and wellbeing forums and encourage open communication through informal channels to take on good ideas, suggestions or feedback to improve our overall safety and wellbeing maturity.
- We act with urgency and plan for safety and wellbeing events that may unfold, including emergency situations, and practice and prepare for effective responses.



ROLES & RESPONSIBILITIES

Our Leadership will:

- ⊙ Get personally involved to understand critical risks associated with all business operations.
- ⊙ Invest in safety and wellbeing ensuring the business and their teams have the right resources and processes in place.
- ⊙ Measure and monitor the right outcomes, and act with intent and speed to manage risks.
- ⊙ Recognize positive behaviours and contributions.
- ⊙ Listen to our people's voices and keep up to date on health and safety matters.

Our Global Safety and Wellbeing Forums have responsibility for supporting the ongoing improvement of safety and wellbeing locally by sharing ideas and information, raising issues and contributing to decision-making.

All Zespri people, including employees, contractors, and directors are expected to support us in holding true to our commitment set out in this Policy.

Our people will:

- ⊙ Promote a culture of safety and wellbeing where people are put first.
- ⊙ Be the voice that safely calls out unsafe situations and behaviours.
- ⊙ Be familiar with the risks that they and their colleagues might be exposed to and be confident in the measures we have in place to manage those risks effectively.
- ⊙ Stop activities that they don't feel comfortable about and report all hazards, near misses, incidents and help capture good ideas to improve safety and wellbeing in Zespri and our industry.
- ⊙ Actively engage in all safety and wellbeing activities.
- ⊙ Come to work fit and capable for what is required of them.
- ⊙ Participate in rehabilitation to support an early return to work.

SUPPORTING DOCUMENTS AND RELATED POLICIES

- ⊙ Zespri Health and Safety Management Procedures and Guidelines.
- ⊙ Fatal Risk Improvement Plans and Bow Tie Risk Assessments.
- ⊙ Zespri Risk and Incident Registers.
- ⊙ Zespri Code of Conduct.

POLICY APPROVAL & MANAGEMENT

This policy and the Health and Safety Management System framework is in alignment with the requirements of ISO45001.

Policy is approved by: The Chief Executive Officer on 24 July 2023

Policy is maintained by: The Chief People Officer

Policy updated: This policy was last updated in July 2023 and will be reviewed every two years (next review July 2025).