

Health, Safety and Wellbeing Policy

As a leader in the New Zealand healthcare sector, Southern Cross Healthcare is committed to providing and maintaining a safe and healthy working environment for all people who come to work at, receive treatment in, or visit a Southern Cross Healthcare facility. This means adhering to all legal obligations and aiming to meet or exceed industry standards.

We will achieve this by designing an environment which supports our people to care and be cared for; where our equipment and systems are well maintained and fit for purpose, where our people have the skills and time to perform their work safely and where our leaders at all levels prioritise health, safety and wellbeing. We acknowledge that people occasionally make mistakes and will build systems that are error tolerant as far as possible. We will learn from what goes right as well as what goes wrong by creating an environment of trust where everyone feels safe in speaking up because they know we value continuous learning and improvement.

The Board of Directors (the Board):

- Has a core governance role that requires strong leadership and proactive oversight on all matters relating to health and safety
- Is committed to ensuring that Southern Cross Healthcare complies with its health and safety due diligence duties arising out of its business operations.

CEO and Management will:

- Adhere to the Health and Safety at Work Act 2015 (HSWA 2015) and associated regulations, codes of practice, standards and guidelines
- Support and foster a health, safety and wellbeing culture which relies on participation, leadership and accountability
- Demonstrate support for the implementation, monitoring and review of the health, safety and wellbeing management system
- Provide adequate resourcing to appropriately identify and manage the workplace health, safety and wellbeing critical risks and their associated critical controls
- Promptly escalate and manage all critical health, safety and wellbeing issues appropriately
- Ensure that health, safety and wellness risks are eliminated or controlled to minimise risk and escalate as appropriate
- Establish measurable health, safety and wellbeing objectives and review performance outcomes for continual improvement
- Provide appropriate education, supervision and instructions to ensure workers are capable and competent
- Provide forums for regular communication and consultation with all worker representatives and relevant stakeholders
- Facilitate worker participation on all matters pertaining to health, safety and wellbeing and lead by example
- Report, investigate and manage incidents and adverse events in a timely manner appropriate to the event
- Support prompt rehabilitation of injuries and/or early intervention to prevent gradual-onset health issues
- Provide personal protective equipment where other safety controls cannot be implemented.

Employees, Contractors, Volunteers and Professional Visitors will:

- Adhere to the HSWA 2015 and all associated regulations and Southern Cross Healthcare's policies, guidelines and procedures
- Take reasonable care of their own health, safety and wellbeing and ensure their actions or inactions do not adversely affect the health, safety and wellbeing of others
- Follow any reasonable instructions from Southern Cross Healthcare
- Adopt safe work practices and encourage others to do the same
- Actively contribute to hazard identification and risk management including proactively raising concerns
- Participate and engage on matters pertaining to health, safety and wellbeing including training
- Ensure all incidents, near misses, injuries and/or hazards are reported in a timely manner and reported accurately
- Participate in rehabilitation programmes as required
- Consistently use personal protective equipment where other safety controls cannot be implemented.

Patients and Visitors will:

- Take reasonable care of their own health, safety and wellbeing, and ensure their actions or inactions do not adversely affect the health and safety of others
- Follow any reasonable instructions from Southern Cross Healthcare.

This policy statement was formally reviewed and approved by the Board of Directors and the Executive Leadership Team of Southern Cross Healthcare Limited in March 2023. Review of this policy is consultatively at least every 24 months.



Murray Jordan
Chairman of the Board



Chris White
Chief Executive Officer