

Health and Safety Policy Statement.

Everyone Home Safe, Every Day.

Central Plains Water Limited (CPWL) is committed to proactively ensuring a healthy and safe working environment for all staff, contractors and members of the public that may have an interaction with or be affected by our activities. For Central Plains Water Limited, the term 'Health' includes both Physical and Mental Health.

CPWL, as a PCBU under the Health and Safety at Work Act 2015, is committed to fulfilling all duties and obligations under the Act.

In particular, we may:

- Promote a culture of safety and wellbeing within the organisation and integrate Health and Safety into our day-to-day practices, ensuring Health and Safety is **first on the agenda**.
- Ensure effective Health and Safety governance processes are in place to maintain oversight of Health and Safety, including, where appropriate, the provision of training.
- Our officers may exercise due diligence to ensure compliance with health and safety duties, including staying informed about health and safety matters and ensuring adequate resources are provided.
- Ensure we have effective systems in place to manage Health and Safety, and ensure we have appropriate and adequate resources to implement, maintain and continually improve our Health and Safety management systems.
- Identify, assess, and control risks to health and safety in our workplace to prevent harm to ourselves and others, and to reduce the risk to as low as reasonably practicable.
- Provide a working environment that promotes and supports the mental health and wellbeing of all staff.
- Recognise and address psychosocial risks – including stress, workload, bullying, harassment, and work-life balance – by implementing proactive measures to prevent harm and support recovery.
- Foster a psychologically safe workplace where individuals feel respected, and able to speak up without fear of negative consequences.
- Provide information, training and supervision to staff so that they are competent to perform their jobs safely.



- Ensure we have effective processes to engage with staff to identify and manage Health and Safety risks and to participate in improving Health and Safety processes.
- Ensure events are accurately reported and investigated to prevent recurrence.
- Ensure effective worker participation practices, including supporting the election of Health and Safety Representatives and the formation of Health and Safety Committees where requested.
- Seek assurance that our contractors' systems and activities are ensuring the health and safety of their staff and members of the public.
- Consult, cooperate, and coordinate with other PCBU's to ensure health and safety duties are met where our activities overlap.
- Ensure we comply with relevant Health and Safety legislation, regulations, and codes of practice and industry standards.
- Promptly notify WorkSafe New Zealand of any notifiable events as required by law.
- This policy and our health and safety systems will be reviewed regularly and following any significant changes or incidents to ensure ongoing effectiveness and compliance.

Signed:



Chief Executive Officer 23.6.25

Central Plains Water Limited



Chair 23-6-25

Central Plains Water Limited

