



## HEALTH AND SAFETY POLICY

The health, safety and wellbeing of workers, contractors and visitors is of prime importance to Wedderburn Scales Ltd. and is the company's intention to ensure we deliver the highest standard of due diligence within the legislation, and lead by example.

We are dedicated in providing a work environment which gives the highest level of protection from physical risks and workers are empowered to participate actively in health, safety and wellbeing through collaboration, open communication, and knowledge sharing to recommend ways of continual improvement.

A safe working environment is the minimum standard, as outlined—though not limited to—the Health and Safety at Work Act 2015 (HSWA) and associated regulations and requirements, as far as is reasonably practicable.

Wedderburn is committed to consulting, cooperating, and coordinating activities with other PCBUs to fulfil our overlapping duties under HSWA. This includes working together to identify and manage shared risks, ensuring that the parties involved maintain a safe and healthy environment for workers, contractors, customers, and visitors—both within our workplace and in any locations where we operate.

Our workers are expected to;

- Be accountable for their own safety and their areas of responsibility.
- Report compromises in safety and actively rectify the situation where possible.
- Look to minimise risk and proactively seek improvement in processes.

The company is committed to providing continuous improvement of our health and safety management plan and this will be achieved by;

- Communication on all levels.
- Providing adequate resources to conduct activities safely.
- Providing staff training on health and safety matters which affect them.
- Evaluating risk.
- Providing reasonably practicable policies and procedures.
- Monitoring incidents, accidents and near misses.
- Classifying the individual health and safety roles and responsibilities within the company.

This will be achieved by;

Providing resources and training to create accurate reporting and investigation of incidents, accidents and near miss incidents to identify contributing factors and if appropriate devise strategies for corrective action.

Verification of meetings attendance including making available the records of meeting minutes and achievable actions.

Update all registers including and not limited to training risk (including responses to notifiable or potentially notifiable events), health and hazardous substances which could consist of introducing and monitoring appropriate controls.

Regularly reviewing our health and safety objectives in line with our strategic health and safety management plan, including critical risks; Manual Handling, Machinery, Equipment & Tools, Slips, Trips & Falls, Electricity, Hazardous Substances and Vehicles.

Name: Vernon Herbert

Position: Managing Director – Wedderburn NZ

Signature: .....

Date: 24/7/2025