



Our Safety and Well-being Policy

Working together, we can all go home safe and well every day.

Wherever we operate, we aim to create management systems that are consistent with internationally recognised standards and enable us to:

- promote a positive attitude towards safety and well-being;
- identify, assess and manage risks to our employees, contractors, and customers;
- establish standards, procedures and minimum expectations and hold ourselves and our team members accountable for them;
- strive to achieve leading industry practice, ensuring we meet and, where appropriate, exceed applicable legal requirements;
- set and achieve targets that include reducing and preventing injury or illness and provide timely rehabilitation programmes for a safe and early return to work.

We seek opportunities to share our success by working with our industry and communities to contribute to the development and use of appropriate skills and technologies that foster safer and healthier outcomes for everyone.

We communicate with and engage all team members who interact with our work activities — including our employees, contractors, representatives, suppliers, customers, visitors and communities — to ensure risks are identified and understood, controls are implemented and performance is monitored.

We will be successful when we achieve our targets and have a net positive result from our safety and well-being efforts.

Safety and well-being is a core part of everyone's job and a shared responsibility.

This policy applies to all PGG Wrightson employees and contractors/sub-contractors engaged to undertake work for PGG Wrightson in New Zealand. In accordance with the PGG Wrightson Code of Conduct, disregard for, or non-compliance with this policy is considered a serious breach and may result in disciplinary action up to and including dismissal.

We will regularly review and publicly report our progress, and ensure this policy remains relevant to the needs of our stakeholders.

Because we believe a zero incident mind-set is fundamental to safety and well-being excellence, we embrace these five fundamental beliefs:

1. No job is so important that it cannot be done safely;
2. All occupational injuries and illnesses can be prevented;
3. Excellence in safety and well-being is compatible with excellence in other business parameters, such as quality, productivity, efficiency and profitability; they are mutually supportive;
4. Safe, healthy employees have a positive impact on all operations and customers, and enhance credibility in the community; and
5. Safety is an integral part of everything we do.

Signed for and on behalf of PGW: 15 October 2019



Stephen Guerin – Chief Executive Officer

Executive Team:



Nick Berry



Julian Daly



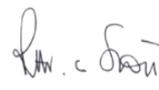
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