This policy applies to the following profit centres:

- Hamilton, Hamilton Site Services, Hawera, Timaru, Riverlands, Cloudy Bay (Blenheim) & Invercargill

We are committed to taking all reasonably practicable steps to provide a healthy and safe work environment for all Workers (employees, contractors, sub-contractors & visitors) with a commitment to send Everyone Safe Home Every Day.

Our management and leaders are responsible for our Safety Management System (SMS) and positive safety behaviours & compliance with safety processes and obligations throughout the business at all levels. We measure our improvements through setting measurable objectives and targets aimed at the reduction of risk and the elimination of work-related injuries and illnesses and review this policy annually.

The Employer will commit to & provide the necessary time, energy and resources to ensure the safety of our people while supporting our key pillars of our business to achieve our Purpose and Values.

- Update / change or remove systems and/or processes that add no value to the business operating safely, with the aim of promoting efficiency & continual improvement in our Safety Management System.
- Develop and implement emergency and evacuation procedures.
- Provide and maintain safe plant and systems of work.
- Provide, monitor and maintain systems for the safe use, handling, storage and transportation of plant and substances.
- Comply with relevant legislation, regulations, codes of practices and safe operating procedures and share information with employees.
- Proactively work to identify hazards and associated risks through operational risk identification practices & processes. Eliminating hazards and/or controlling exposure to risks which have the potential to cause harm to employees, visitors and contractors (workers).
- If it is not reasonably practicable to eliminate hazards or risks, to minimise those risks so far as is reasonably practicable.
- Ensure open, accurate reporting & investigation of incidents, injuries, injury management, near miss and hazards/risk to prevent future similar incidents & return people to meaningful work as part of our rehabilitation policy.
- Involve & share information with H&S Committees to enable effective engagement & participation in continual improvement of H&S standards & behaviour in their workplaces.
- Growing skills & knowledge in our team through training, good supervision, communication, sharing information & providing effective engagement and collaboration around planning.
- Focussing on workplace wellbeing and promoting personal health and wellbeing.
- Enable effective systems to provide information to Managers to be able to exercise their due diligence responsibilities, including audit feedback for improvement.
- Ensure timely & relevant information is made available & provided to the Board.

We trust in our employees and other persons at the workplace to take reasonable care for their own health and safety. To take reasonable care that any acts or omissions do not adversely affect the health and safety of other persons and comply, as far as he or she is reasonably able, with any reasonable instruction that is given by the person conducting a business or undertaking (PCBU) or Officer to allow them to comply with Health and Safety at Work Act 2015 and the Health Safety at Work Regulations 2016 (NZ).

Clint Brown
Tīra CEO



Melinda Deller
GM – HR, HS, Quality & Sustainability





+64 7 849 2979 | enquiries@tira.co.nz | www.tira.co.nz
709 Te Rapa Road, Private Bag 3018, Hamilton 3240, New Zealand