Health & Safety Commitment

Safety Purpose Statement

Purpose: **To send everyone Safe Home Every Day**

Scope: **This commitment applies to all workers within Tīra**

Tīra is committed to providing an environment that prioritises the health, safety and wellbeing of our employees, sub-contractors & visitors on all sites. Prevention of harm to all people involved in our operations underpins all business decisions. We believe everyone has the right to a safe work environment and that they return home safe every day.

We embrace these fundamental beliefs:

- The health, safety and wellbeing of our employees is valued.
- By establishing Leadership, Health & Wellbeing and Risk Management as the pillars of our Health and Safety Purpose we will provide our team with the operational framework to deliver our Health and Safety objectives.
- Tīra recognises that excellence in safety is the key to our success and is mutually compatible with excellence in other business areas such as quality, productivity, profitability, and our brand image. Safe, healthy and engaged workers have a positive impact on all operations and customers and enhance organisational credibility in the communities we work in.
- That all employees share a belief that health and safety is a critical aspect of their job and accept they have an individual responsibility for the safety of themselves, fellow workers, Tīra and our clients, to ensure they fulfil their responsibilities at all times and are held accountable by each other.
- That proactive risk management is the key to preventing harm and that measurement and monitoring of proactive performance and safety data plays a critical role in our overall safety success.
- We are always uncompromising in the consistent application of our health and safety processes and systems. Even when things are going well, we don't get complacent and continually strive to be better and find more effective hazard/risk controls – (safety all of the time). We have confidence in our systems.

We are committed to continuous improvement of our HSE Management Systems and operational efficiency & compliance. We have established robust systems and procedures that support accurate reporting & recording, identify and control hazards & risks and comply with relevant local legislation. Health & Safety leadership and responsibility is held by all Managers throughout the business with General Managers directly responsible for safety behaviours on the sites within their profit centre.

We operate a Safety Management System that provides a systematic approach to hazard and risk management practices, compliance with local legislation, codes of practice & Tīra safe operating procedures. We are also committed to supporting on-going education & awareness and consultation & involvement of employees to ensure everyone contributes positively to our safety culture.

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Values



Annual Safety Goals & Purpose

Tīra will demonstrate commitment and leadership by tracking improvement goals which have been set by the Senior Leadership Team in consultation with the Board (S-P02).

Purpose

Our Safety Purpose (S-P02) is reviewed annually and delivered across the business. Our safety purpose supports the delivery of operational projects and production plans. With the local H&S Committees – actions & measurements are set to directly contribute to achieving thesafety purpose. General Managers use information to monitor progress weekly and review results in business reviews.

Pillars

Leadership, Health & Wellbeing and **Risk Management** form our pillars of our Health and Safety Purpose. Each spillar has detailed elements that establishes the overall picture of success in that area. The outcomes and actions to deliver the goals and objectives will focus in on these elements.

Leadership	
Effectively and visibly governing health and safety at Tīra whilst demonstrating commitment to the H&S purpose by making it part of the normal planning & decision-making process.	
Health & Wellbeing	**Risk Management**
The quality of our work environments affects our physical & mental health. Develop better work opportunities for connection, meaning & learning. Provide opportunities for our team to look after their own wellbeing & health through building knowledge.	Protecting our staff from both short and long-term harm. Tīra needs to have effective processes in place to identify, assess, and proportionately control health and safety risks.

Tīra will demonstrate commitment and leadership by tracking focus areas which have been set by the Senior Leadership Team in consultation with the Board (S-P02). The outcomes set are guided by delivering the health and safety objectives.

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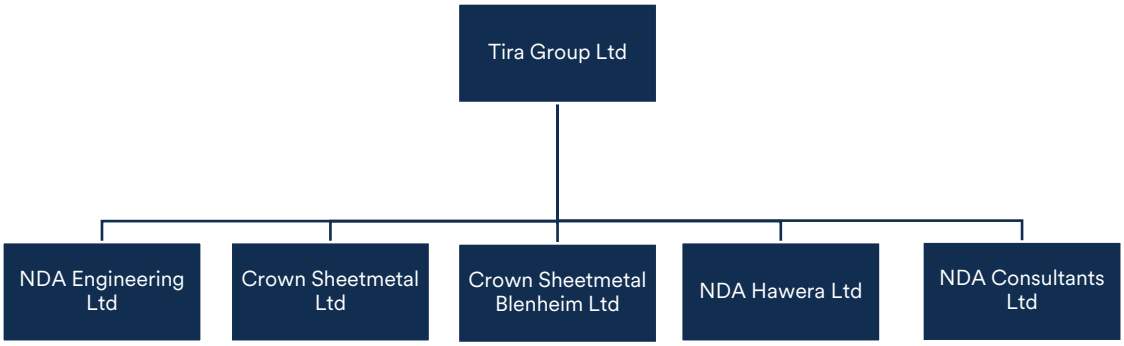
Company Structure

Tira, through its corporate entities, will ensure that all core roles and responsibilities for health and safety are clearly allocated through its governance structure. Specific health and wellbeing responsibilities for workers and managers will be recorded in position descriptions and roles and responsibilities documents to ensure expectations are clear and people are accountable for these.



PCBU Obligations

Every PCBU has a responsibility to take reasonably practicable steps to ensure the H&S of workers & other persons.

This includes taking reasonably practicable steps to ensure:

- The work environment does not pose risks to health & safety;
- Safe plant, structures & systems of work are provided and maintained;
- There are adequate facilities for workers' welfare while at work;
- All people receive the appropriate information, training, instructions &/or supervision necessary to protect them from health & safety risks, &;
- The health of workers and the condition at the workplace are monitored so as to prevent workers' injury or illness.

Multiple PCBU's

Tira is connected with other PCBUs and workers may, at times, work with other PCBUs who all have responsibilities and duties under the Act.

Tira is committed to cooperating with other PCBUs to coordinate and collaborate regarding health and safety processes and policies, so that all workplaces it controls, or influences are safe. Where Tira has overall control of the shared area, it will engage with the other PCBUs to assess shared risks and coordinate the necessary control measures. A competent person will be appointed to coordinate health and safety arrangements in any shared workplace.

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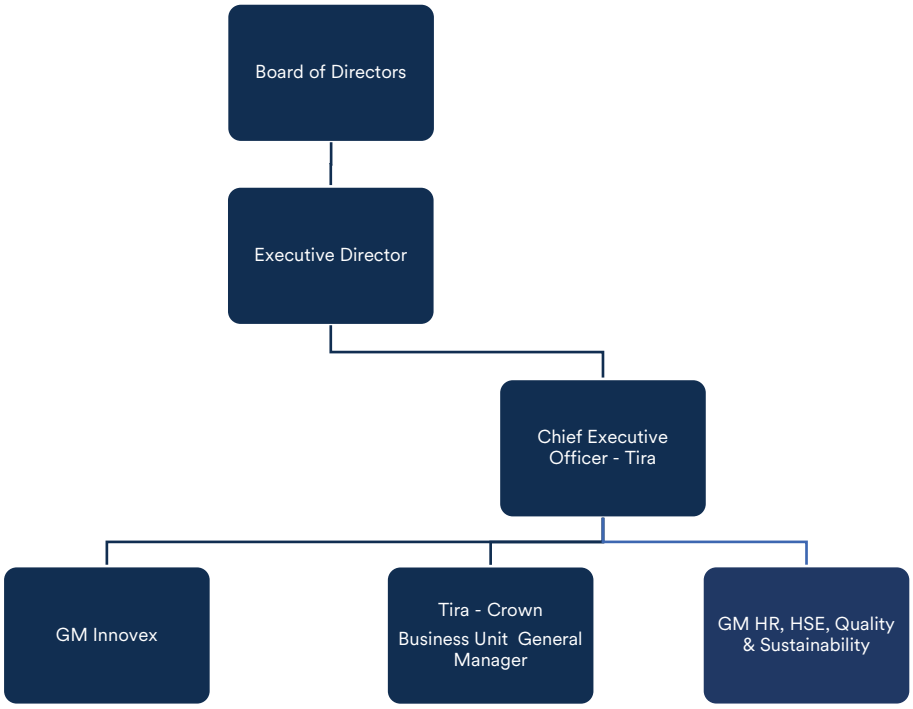
Organisational Structure – Officers

These roles have Officer obligations under the Health and Safety at Work Act (HSWA) 2015 in our business as they exercise significant influence & responsibility over the business and/or their specific business units.



Officer Obligations

These roles must exercise Due Diligence to ensure the PCBU complies with the duty to ensure the H&S of Workers and Others. They do this by taking reasonable steps to:

- Provide safety leadership by prioritising safety at all times;
- Proactively acquire & keep up-to-date knowledge of H&S matters for the PCBU;
- Understand the nature of the PCBU's operations & the associated hazards & risks;
- Ensure the PCBU has appropriate resources & processes to eliminate or minimise the risks;
- Ensure that the PCBU has appropriate processes for receiving & considering information regarding incidents, hazards & risks & for responding in a timely way to that information;
- Ensure that the PCBU has, & implements, processes for complying with any duty or obligation; &
- Verify the provision and use of the above resources & processes through reviews & audits.

Practically this will be achieved by implementing the strategies and process outlined in this Charter and Tira's policies.

The local Managers extent will span to their specific profit centre.

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Health & Safety Governance

Our Board of Directors is ultimately accountable and has overall responsibility for ensuring that the organisation complies with the Act and related regulations and codes of practice. Individual board members are officers with specific due diligence obligations under the Act, as set out above. The Board will discuss health and safety matters at each monthly board meeting and will monitor and review health and safety with a view to continuous improvement. To ensure that the Company complies with all relevant New Zealand Health & Safety Legislation and the company policies, the Board will:

- Review the Safety Purpose put forward by the leadership team & provide any governance input & ensure that this is then communicated to the operational management in each profit centre;
- Establish objectives to support the delivery of the strategy and track achievement of these objectives;
- Ensure that the H&S Management Systems are working effectively to ensure that staff are kept safe by:
    - Ensuring that Management develops, implements, audits & regularly reviews & updates the current H&S Management System;
    - Reviewing monthly reports which will include reviews & audits of systems, corrective actions, risks register review, incidents, and injury management;
    - Periodically visiting sites;
    - Having the CEO Tira present at the Board Meeting and the GM HSE available on demand if required
        - Ensuring auditing involves an external party
        - Provides the necessary H&S management personnel resources
        - Ensuring a robust system of consultation and staff engagement on H&S decisions

Measurement, Monitoring & Improvement

Tira has a number of reporting requirements in place to monitor health and safety performance against the key performance indicators set out below and as per our Safety Purpose (S-P02).

The GM HSE and HSE Manager has a key role in monitoring and reviewing incidents, health and safety reports, workers turnover, unscheduled leave, ACC claims, and survey results on a regular basis to identify recommendations around health and safety risk and compliance and will report these through to the Board so that the Board has oversight of relevant health and safety matters.

Health and safety systems, plans and processes will be regularly reviewed and audited externally to ISO 45001:2018. Internal audits are completed as per Internal Audit Schedule for workshops. Site Safety Specific Audits are completed by Project. Tira will demonstrate commitment and leadership by tracking improvement goals which have been set by management in consultation with the Board.



Clint Brown
CEO

Date: January 2026

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