

## HSE Policy

**IMG Group (PCBU – Person Conducting a Business or Undertaking) has a duty to ensure, so far as is reasonably practicable, that the workplace is without risks to the health and safety and environment of its workers and visitors to the Company’s site.**

As a foundation stone of our HSE Programme, measurable objectives and targets will ensure continued improvements aimed at achieving zero harm to our workforce, workplace and the environment.

Officers and senior management have a duty of due diligence to ensure all workers comply with health, safety, and environment regulations.

### To achieve this Commitment IMG Group will:

- Comply with current legislative requirements under the Health and Safety at Work Act 2015 and adopt relevant standards, codes of practice and safe operating procedures.
- Develop workplace policies and procedures to implement our safety and environmental objectives with clearly defined targets.
- Communicate regularly with our workers and where appropriate, stakeholders, so that they are involved in developing and achieving these goals.
- Establish and maintain a process for systematically identifying and managing risks.
- Ensure all workers are aware of their obligations regarding health, safety and environmental matters and take reasonable care to ensure the health and safety of themselves and others and comply with the PCBU’s instructions and policies.
- Provide adequate and appropriate safety training as necessary to meet legislative requirements.
- Provide adequate and appropriate PPE for the tasks undertaken.
- Review the ongoing effectiveness of our safety and environmental system and procedures in order to continuously improve them.
- Ensure management is competent in health & safety and environmental management and they understand both the objectives of this policy and legislation.
- Implement a Return to Work (Rehabilitation) Procedure and encourage workers to return to work as early as practical after they have been absent due to injury or illness and play an active and supportive role in their rehabilitation.
- Report and record all incidents, accidents and risks and ensure they are appropriately investigated to eliminate, isolate or minimise the likelihood of recurrence.
- Ensure workers, contractors and visitors are aware of the safety and environmental requirements relating to their work or activity.
- Promote environmental responsibility and ethics and morals with our workers and companies we deal with.
- Care for the wellness of our workers.
- Equip employees or their representatives with information to allow full and effective participation in consultation.
- Doing the right thing
- Looking after each other
- Doing what we say
- Sharing knowledge and experience

### For Integrated Maintenance Group Limited:



**Colin Daly**  
Group General Manager

**Date: August 2023**

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DEPARTMENTS	<input checked="" type="checkbox"/> ALL <input type="checkbox"/> P&C	<input type="checkbox"/> LEADERSHIP <input type="checkbox"/> OPERATIONS	<input type="checkbox"/> HSE&Q <input type="checkbox"/> CS&BDM	<input type="checkbox"/> COMMERCIAL	BRANCHES	<input checked="" type="checkbox"/> ALL <input type="checkbox"/> KINLEITH	<input type="checkbox"/> EAST TAMAKI <input type="checkbox"/> ROTORUA	<input type="checkbox"/> GLENBROOK <input type="checkbox"/> WHANGARE	<input type="checkbox"/> KAWERAU
PAGE	1 of 1		HARD COPIES ARE UNCONTROLLED						