

# Health, Safety and Wellbeing Policy

Approved date

4 December 2024

## 1. PURPOSE

At Meridian we care deeply about the health, safety and wellbeing of our people. We recognise that world class outcomes can only be achieved through exemplary leadership, the integration of health, safety and wellbeing practices into all aspects of our work, and the full engagement of our people in health, safety and wellbeing matters.

This policy highlights our commitments, and the role we all play in ensuring that our people, our contractors, our customers and members of the public are kept safe and can thrive within the environments in which we operate.

*He aha te mea nui ki a koe i tēnei au.  
Maku ki atu, He tangata,  
he tangata, he tangata  
What is the most important thing in this world,  
it is people, it is people,  
it is people.*

## 2. SCOPE

This Policy applies to all of Meridian's employees, directors, consultants and contractors and all employees, directors, consultants and contractors of Meridian's related companies incorporated in New Zealand (as that term is defined in section 2(3) of the Companies Act 1993 ("Companies Act")) (together the "Meridian Group"); and covers all operations within Meridian and its subsidiaries.

This Policy is underpinned by our Code of Conduct and the values and behaviours we expect of all people working for Meridian:



We are inclusive and kind.

We have each other's backs.

We give our all and pursue success.



We dare to challenge the norm and do better.

We're courageous and make it happen.

We're honest and rigorous about performance.



We share the load and get there as a team.

We collaborate for the greater good.

We're a community – in it together.

### 3. OUR COMMITMENTS

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We aim to continuously improve Health, Safety and Wellbeing outcomes by:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health;
- Meeting or exceeding the requirements of relevant legislation, regulations, codes of practice, standards and best practice guidelines;
- Identifying, recording and managing hazards to reduce risk to as low as is reasonably practicable (through elimination, substitution, isolation, engineering controls, administrative controls and PPE (as the final option));
- Paying close attention to our Critical Risks and ensuring the critical controls are applied prior to commencing work;
- Ensuring our assets are designed, constructed, operated, maintained and modified to ensure risks are reduced to as low as reasonably practicable;
- Ensuring health and psychosocial risks are identified and managed, and we have processes in place to build resilience;
- Training and equipping our people so that they are competent and confident to work safely;
- Reporting, recording and understanding health, safety and wellbeing events and monitoring performance with the objective of learning and improving;
- Quickly responding to adverse events or situations to minimise any impacts;
- Having processes and treatment providers in place to support recovery and rehabilitation from injury or episodes of poor health and wellbeing;
- Individually, taking accountability for working safely and calling out unsafe work practices;
- Involving all employees, and working collaboratively with each other to share ideas, observations and learnings in the interests of continuously improving health, safety and wellbeing outcomes.
- Appropriately resourcing our health, safety and wellbeing requirements.

### 4. REVIEW AND MEASUREMENT

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Meridian is committed to continually improving our health, safety and wellbeing outcomes.

Our Health and Safety Strategy establishes our strategic objectives, priority initiatives and annual targets. This is supported by an action plan with accountabilities and timeframes. This strategy is reviewed each year and is endorsed by the Safety & Sustainability Committee. Regular progress updates are provided to the Safety & Sustainability Committee throughout the year. Our Wellbeing Strategy operates under the same principles with regular reporting to the People, Remuneration and Culture Committee throughout the year.

We have several forums that provide opportunities to consult with, and encourage the participation of, our people in improving health and safety, along with quantitative performance metrics that help us understand the effectiveness of our health and safety system and allow us to direct and prioritise resources to improve our overall performance.

## 5. POLICY INFORMATION TABLE

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<b>Name</b>	Health, Safety and Wellbeing Policy
<b>Owner</b>	Head of Health and Safety
<b>Approval</b>	Meridian Energy Board
<b>Last Approval Date</b>	December 2024
<b>Review Frequency</b>	Annually
<b>Next Review Date</b>	December 2025
<b>Applies To</b>	Meridian Energy Group