

Arrow International (NZ) Ltd

Health & Safety Policy

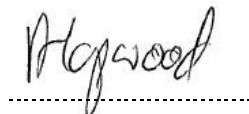
HSE1.1 | Rev. 4 | February 2016 | Review: February 2017

One of the greatest responsibilities we all have is that all Arrow staff, subcontractors and employees go home safely to their families at the end of every day. Understanding and taking ownership of our health and safety vision and safe work practices is everyone's responsibility, and the importance of following process and applying the required attitude must be adopted by all our employees as the way Arrow International does business.

As part of our vision for achieving zero harm and continually reviewing and improving our health and safety programme, Arrow International (NZ) Ltd will take all reasonable steps to ensure that:

- Management demonstrates consistent and open visible support to a high performing health and safety culture and we all take ownership for identifying and reporting health and safety hazards and eliminating or reducing workplace risks from all our work activities.
- We shall maintain a safe working environment aligned with health and safety legislation, standards and best practice, and we will apply objectives and targets based on 'zero harm' and the continual improvement of our health and safety programme.
- We will develop a greater depth of employee health and safety competency to create a safer working environment, and contribute to the wellness of all employees, and support our staff in the safe and early return to work after a work injury or illness.
- We will actively seek consultation, contribution and engagement from all the Arrow work force in the on-going development and review of our health and safety programme, and regularly communicate health and safety information to and from our employees and other interested parties.
- We will regularly audit and monitor our health and safety programme and personnel requirements; and, have appropriate procedures for investigating, responding to and taking action to minimise any harm caused by incidents or potential incidents.
- We shall regularly review the goals, objectives and performance of our health and safety programme.

Signed:

A handwritten signature in black ink, appearing to read "Hopwood", written over a horizontal dashed line.

Mark Hopwood, CEO

