

Occupational Health and Safety Policy

Purpose and Commitment

At Salmac Insulation, we are committed to protecting the health and safety, including physical and psychological wellbeing of our employees, contractors, subcontractors, visitors, and others affected by our operations. Whether installing insulation or handling and removing asbestos-containing materials, we carry out our work with care, caution, and a strong safety-first culture.

We firmly believe that nothing is so urgent or important that it cannot be done safely.

Scope

This policy applies to all Salmac Insulation operations, including residential, commercial, and industrial projects across both permanent and temporary worksites. It supports our Occupational Health and Safety Management System (OHSMS), which is established and maintained in accordance with ISO 45001:2018.

1. Our Commitment

Salmac Insulation is committed to:

- Preventing work-related injury and ill health, including psychological harm arising from psychosocial hazards such as stress, bullying, harassment or excessive workloads.
- Providing safe and healthy working conditions for all personnel under our control.
- Fulfilling all applicable legal and other requirements related to OH&S.
- Systematically identifying hazards and reducing OH&S risks using the Hierarchy of Controls.
- Promoting physical safety and mental wellbeing.
- Ensuring the active participation and consultation of workers and their representatives.
- Continually improving our OH&S management system and performance.

We are dedicated to building a proactive safety culture—one where everyone is empowered to speak up, take action, and contribute to safer outcomes.

2. Implementation

To achieve our OH&S objectives, we will:

- **Lead with accountability** – Assign and support clear roles, responsibilities, and authorities for OH&S at all levels of the organisation.
- **Identify and control risks** – Identify and control risks – Use structured tools such as ARCP, JSA, SSSP, SLAM, and our Critical Risk Register to systematically identify hazards, assess risks, and apply the hierarchy of controls, prioritising elimination of hazards where practicable, followed by

substitution, engineering controls, administrative controls, and personal protective equipment as necessary to manage residual risks.

- **Engage our people** – Facilitate open communication and feedback through toolbox talks, safety meetings, SiteDocs, and direct involvement in risk control decisions.
- **Train and inform** – Ensure all personnel are trained, instructed, supervised, and equipped to carry out their work safely.
- **Support wellbeing and recovery** – Provide systems that promote mental health and facilitate effective rehabilitation and return-to-work processes when injuries occur.
- **Respond and learn** – Investigate incidents, act on findings, and implement corrective actions to prevent recurrence.
- **Monitor and review** – Use internal audits, inspections, and a Plan-Do-Check-Act (PDCA) approach to evaluate effectiveness and drive improvement.
- **Prepare for emergencies** – Ensure all workers are familiar with emergency procedures and maintain readiness through training and drills.

3. Legal and Other Requirements

Salmac Insulation complies with the Health and Safety at Work Act 2015, associated regulations, approved codes of practice, and other applicable obligations. We actively monitor legislative and industry developments to maintain compliance and continually improve our safety practices.

Supporting procedures and forms are maintained separately within Salmac’s document management system.

4. Policy Review and Communication

This policy is communicated to all workers and made available to interested parties via our website: www.salmac.nz. It is reviewed at least annually—or earlier if changes in operations, legislation, or the working environment occur—to ensure it remains relevant, effective, and aligned with our commitment to continual improvement.

Signed:

Gareth Lea



General Manager/ Director
Salmac Insulation
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