



## Occupational Safety & Health Policy

### Policy Statement

Tenmax Construction regard the proper management of occupational safety and health as one of the most important operational considerations. It is the company's aim to minimise the risk of injury and disease, so far as is practicable, to our employees, and other persons Tenmax engage by adopting a planned and systematic approach to the management of occupational safety and health.

Tenmax Construction is committed to establishing and maintaining measurable objectives and targets to ensure continual improvement.

### Objectives

The objectives of this policy are to ensure:

- Compliance with but not limited to relevant New Zealand Occupational Safety and Health legislation, Standards and Codes of Practice;
- All hazards and risks to safety and health are identified, assessed and where they cannot be eliminated are effectively controlled;
- Measures to control hazards and risks to safety and health are regularly monitored and evaluated
- Employees and contractors participate and contribute to the decision making process on occupational safety and health matters affecting their safety and health at work; and
- All employees have the opportunity to be fully involved in the development of procedures for the purpose of identifying hazards and dealing with significant hazards or dealing with or reacting to emergencies and imminent dangers.,
- All management, employees and contractors receive information, instruction, training and supervision that they understand so they can safely carry out their responsibilities; and they also ensure that their actions do not harm anyone else.

## Implementation

- Employers must identify and regularly review hazards in the place of work (existing, new and potential), to determine whether they are significant hazards and require further action.
- If an accident or harm occurs that requires particulars to be recorded, employers are required to investigate it to determine if it was caused by or arose from a significant hazard.  
"Significant hazard" means a hazard that is an actual or potential cause or source of:
  - (a) Serious harm; or
  - (b) Harm (being more than trivial) where the severity of effects on any person depends (entirely or among other things) on the extent or frequency of the person's exposure to the hazard; or
  - (c) Harm that does not usually occur, or usually is not easily detectable, until a significant time after exposure to the hazard.
- Where the hazard is significant, the HSE Act sets out the steps employers must take:
  - (a) Where practicable, the hazard must be *eliminated*.
  - (b) If elimination is not practicable, the hazard must be *isolated*.
  - (c) If it is impracticable to eliminate or isolate the hazard completely, then employers must *minimise* the hazard to employees.
- Where the hazard has not been eliminated or isolated, employers must, where appropriate:
  - (a) Ensure that protective clothing and equipment is provided, accessible and used;
  - (b) Monitor employees' exposure to the hazard;
  - (c) Seek the consent of employees to monitor their health; and
  - (d) With informed consent, monitor employees' health.

## Determination

Tenmax Construction Limited will achieve its Occupational Safety and Health objectives by continuing development and implementation of appropriate policies and procedures which document standards and guide managers, employees and contractors in carrying out their responsibilities in a manner that as so far as is practicable, maintains a safe working environment for our employees, and other persons engaged by Tenmax Construction Limited.



Adam Stevens  
Company Director