

# Health, Safety & Wellbeing Company Policy

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## Commitment to Health, Safety and Wellbeing

We are committed to providing a safe and healthy workplace for all employees, customers and others impacted by our work, and creating a culture that prioritises health, safety, and wellbeing.

## We have a Health, Safety and Wellbeing Culture where:

### Auckland Airport will:

- keep employees at the centre of all decisions about how work is designed and delivered
- encourage employees to bring their whole self to work and nurture a sense of belonging
- prioritise eliminating hazards and reducing risks
- encourage everyone to report incidents and hazards quickly
- build strong collaborative relationships with union partners, contractors, and suppliers to improve health, safety, and wellbeing
- ensure that leaders have the capability and support to lead health, safety, and wellbeing
- learn from our experiences and continuously improve our processes, encouraging and recognising excellence and innovation in health, safety, and wellbeing
- comply with all legal requirements associated with the health, safety, and wellbeing of employees and our wider community

### Our leaders will:

- communicate regularly with their teams and Health and Safety Representatives (HSRs) to understand what's working and what's not
- ensure their teams have the right training, knowledge and tools to eliminate hazards or minimise risks
- be visible in leading and fostering a positive culture that supports health, safety, and wellbeing and enables employees to thrive
- care for anyone who is unwell or injured, supporting their rehabilitation and return to mahi

### All of us will:

- take care of ourselves and others at work
- start mahi only when we are confident that it is safe, and ask for help when needed
- report all incidents and hazards quickly, and be involved in learning from what has happened
- engage with our Health and Safety Representatives, and participate in health, safety, and wellbeing activities and training.

## Next Review

May 2026