



Health, Safety, Environment, and Wellbeing Policy

1. Our Tikanga guides us

We believe that it is our responsibility to look after the natural resources that we use for the wellbeing of New Zealand and the sustainability of our business.

We deliver excellent HSE&W performance through effective leadership and by caring for and engaging our people in HSE&W activities.

We work with our people, suppliers, service providers, contractors and business partners to develop robust processes and procedures that lay the foundation for safe and sustainable work.

Our plant, our operations and business facilities are safe to run, risks to our people and communities, our environment and our business are identified, assessed and effectively managed.

We believe that the wellbeing of our people is critical to ensuring we maintain a safe and healthy work environment.

Our HSE&W and sustainability processes include management of waste and sustainability impacts of procurement and distribution.

We develop products and services that take into account our responsibility to look after the environment.

When we implement due-diligence processes and consider mergers and acquisitions we consider the environmental impact of the proposals.

By focusing on learning and improving we continually strengthen our capacity to fail safely and reduce our environmental impact.

We provide the resources required to achieve our HSE&W outcomes. We recognise that all of our people own and lead HSE&W.

Ngā Kawenga Whakaruruhau o Contact (Our HSE&W Management System Commitments) describe how we protect our people, our communities and the environment we work in.

2. Application

This policy applies to all directors, and all employees (including any secondee, contractor or consultant) of Contact (collectively 'employees').

3. Compliance

Contact requires all of its employees and directors to comply with this policy. Compliance with this policy will be periodically monitored by the General Counsel, Corporate Affairs.

Any known or suspected instances of non-compliance should be discussed with your manager, your Leadership Team member, or the General Counsel. Alternatively, any employee who is aware of a breach of this policy can take action in accordance with Contact's *Protected Disclosures (Whistleblowing) Policy*.

4. Document control

Approved	June 2021	Document owner	Chief People Experience Officer
Date of next review	June 2023		