

# Health and Safety policy

Clarus is the umbrella term used for the separate legal entities of First Gas Limited, Rockgas Limited, Flexgas Limited, Firstlight Limited and First Renewables Limited and their related companies. All references to Clarus contained in this policy are to be treated as a reference to First Gas Limited, Rockgas Limited, Flexgas Limited, Firstlight Limited and First Renewables Limited and to all permanent, fixed term and casual employees employed by any of these legal entities. All contractors and consultants undertaking work on behalf of Clarus are also expected to adhere to this Code.

Clarus is committed to providing safe and reliable energy to our customers.

This policy sets our commitment to providing healthy and safe working environments for our workers, communities, visitors and customers.

**We continually improve all aspects of our health and safety performance.**

## Clarus

- Provides safe and healthy workplaces
- Empowers our people to suspend activities if safety could be compromised
- Ensures health and safety considerations are part of our business decisions
- Continually improves all aspects of our health and safety performance
- Actively maintains worker engagement, participation and Health and Safety representation across all areas of our business
- Operates in a manner that effectively and efficiently reduces health and safety risks so far as is reasonably practicable
- Promotes physical, mental and emotional health so that our people can work safely and sustainably
- Supports the recovery of people impacted by work and non-work related illness or injuries.

## To achieve and monitor this, Clarus:

- Manages activities according to their risk, with a strong focus on our high hazard facilities
- Delivers an annual Health and Safety plan that is developed in conjunction with our Health and Safety representatives
- Ensures all people working with or for Clarus are trained and competent
- Provides efficient and effective systems for Health and Safety Management
- Provides regular Health and Safety performance reporting that focuses on potential risk outcomes
- Ensures the Clarus Board and Senior Executives/Managers are fully informed with accurate and timely Health and Safety data to support their responsibilities
- Communicates with all Clarus people and key stakeholders on all aspects of Health and Safety.

## Our Clarus whānau:

- Ensures their own and others safety by adhering to this policy and Clarus Health and Safety management standards
- Escalates any health and safety issues if they have the potential to put any person at risk.

**Paul Goodeve**

Chief Executive Officer