



POLICY			
Title: OH&S Management			
Document ID: QMS004	Version No: 02	Page: 1 of 2	Effective Date: 27 Mar 2020 Review Date: 27 Mar 2022

Policy Excerpt from QMS004 OH&S Management Policy and Standard Operating Procedure

3.0 OCCUPATIONAL HEALTH AND SAFETY POLICY

- 3.1** Cannasouth Plant Research New Zealand Limited (CSPRL) is firmly committed to the provision of a safe and healthy working environment for employees, visitors, and all people using our premise as a workplace in accordance with all legislated requirements. This includes duties under the Health and Safety at Work Act 2015, Hazardous Substances and New Organisms Act 1996, subsequent regulations, approved codes of practice, standards and best practice guidelines.
- 3.2** To ensure a safe and healthy work environment, CSPRL will develop and maintain a Health and Safety Management System. Specifically, Management will:
- 3.2.1** Recognise that Health and Safety are management responsibilities that rank equally with responsibilities for production, services rendered, costs and similar matters.
 - 3.2.2** Ensure that CSPRL workers and contractors work in a healthy, safe manner and are not harmed (or do not cause harm to others) while working on CSPRL's premises and work sites.
 - 3.2.3** Encourage worker consultation and participation in Health and Safety matters, including external guidance from worker nominated representatives.
 - 3.2.4** Promote measures to prevent injury and illness by insisting on safe methods, safe equipment, proper materials and CSPRL safe practices at all times.
 - 3.2.5** Ensure accurate, timely reporting of incidents (injury and non-injury), investigation and required corrective actions are implemented.
 - 3.2.6** Actively encourage people to report any pain or discomfort early on.
 - 3.2.7** Share a commitment to ensure safe and early return to work of injured workers.
 - 3.2.8** Promote a system of continual improvement including annual reviews of procedures and policy.
 - 3.2.9** Identify all existing and new hazards and take all practicable steps to eliminate, isolate, and to minimise the exposure to significant hazards.
 - 3.2.10** Ensure all employees are aware of the hazards in their work area and are adequately trained to enable them to perform their duties in a safe manner.
 - 3.2.11** Support an alcohol and drug free work environment.

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3.2.12 Committed to following good practice in the management of workplace associated stress and fatigue.

3.3 Every Manager or Supervisor has a responsibility for the Health and Safety of Employees working under their direction.

3.4 Management Commitment

CEO Mark Lucas approves the Occupational Health and Safety Policy, demonstrating the commitment of management to the Health and Safety of people working or involved with our organisation.

3.5 Safety Expectations

CSPRL has very clear H&S expectations for all employees, and clear processes to follow when these expectations are breached.

The H&S expectations are that employees:

- 3.5.1** Observe all safe work procedures, rules and instructions,
- 3.5.2** Ensure that their actions or inactions do not cause harm to themselves or others,
- 3.5.3** Wear all PPE provided when required,
- 3.5.4** Report hazards,
- 3.5.5** Report any pain or discomfort early on,
- 3.5.6** Report all accidents, incidents and near misses.

Board approval date: 25th Feb 2020


Mark Lucas

CEO

Cannasouth Limited

Date: 20/03/2020