

Health, Safety and Wellbeing Policy

Waikato Regional Council commits to provide and maintain a safe and healthy work environment for everyone. Our health, safety and wellbeing policy will be demonstrated by word, action and example.

**Tau pai ai ki te kāinga. Tātou katoa, i ia rā, i ia rā.
Safely home. Everybody. Everyday.**

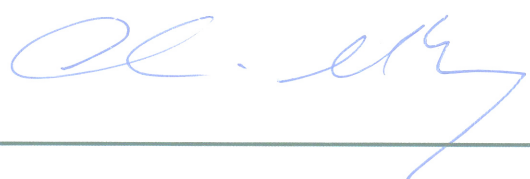
An effective safety culture actively contributes to our overall success. Here at Waikato Regional Council, we work together to take responsibility and accountability for the health, safety and wellbeing of ourselves and those around us. Together, we can ensure the council is a safe and healthy place to work for everybody.

We will make our workplace safer by:


- integrating health, safety and wellbeing into everything we do
- eliminating or mitigating hazards and work toward reducing our risks
- providing and maintaining a safe and healthy environment and working conditions
- ensuring the relevant resources are available to keep our people safe, healthy and well
- continuing to develop an exemplary organisational culture that is inclusive and responsive
- sharing safety learnings and undertaking any improvements
- working to continually improve our health and safety performance by setting suitable targets and measures
- ensuring open kōrero where everyone's voice can be heard through employee consultation, engagement and participation
- seeking opportunity to review and improve the health and safety management system
- meeting, and aiming to exceed our legislative obligations.

It is everybody's responsibility to:

- take care of ourself and our colleagues and not put anyone in harm's way
- follow all direction and guidance that keeps our work activities safe
- speak up and take action if something looks or feels unsafe
- report all hazards, incidents and near misses so we avoid future harm and can share learnings.



Chris McLay
Chief Executive
December 2025



Warren Maher
Chair
December 2025