

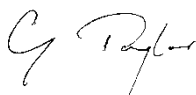
Safe Workplace Policy – Reviewed Annually

We are committed to providing and maintaining a safe workplace for our workers guests, and all persons using the ski areas as a place of work or recreation.

In meeting this commitment, we will develop and maintain a Safety & Environmental Management System and take all reasonably practicable steps to:

1. Provide all necessary equipment and materials to safely complete all tasks.
 2. Maintain and promote safe methods and practices at all times.
 3. Prevent harm to the environment through the prevention of pollution and active management of environmental risks.
 4. Actively encourage accurate and timely reporting, recording and investigation of all accidents, incidents and unsafe conditions.
 5. Formulate plans for corrective action following accidents & incidents where appropriate.
 6. Provide a treatment and rehabilitation plan that ensures a safe, early and durable return to work.
 7. Identify hazards and take reasonably practicable steps to eliminate or control the risks associated with these hazards.
 8. Ensure all workers are aware of the risks in their work area and are trained to perform their duties in a safe manner.
 9. Encourage worker engagement, participation and representation in all matters relating to health and safety.
 10. Promote a system of continuous improvement, including the annual review of company health and safety goals, policies and procedures.
 11. Commit to annual internal and external audit plan to ensure that all health, safety and environmental systems are being adhered to and functioning effectively.
 12. Meet our obligations under the HSW Act 2015, other relevant Acts, associated and relevant Regulations, Codes of Practice, Standards and Guidelines to maintain best practice in Safety and Environmental protection.
- Every worker of Ruapehu Alpine Lifts is expected to share in the commitment to health and safety.**
 - Every **worker in a leadership** role has a responsibility for the health and safety of those workers working under their direction.
 - Every worker is expected to play a role in maintaining a safe workplace by** taking responsibility for one's own actions, inactions and behaviour; carrying out all duties in the safest possible way; observing all safe work practices, rules and instructions; reporting early any pain or discomfort; taking an active role in the company's treatment and rehabilitation plan and ensuring all accidents, incidents and hazards are reported to the appropriate person.
 - The **Safety @ Work Teams** include senior management representatives and other worker representatives. The teams are responsible for the implementation, monitoring, review and planning of health and safety policies, systems and practices on an annual basis.

Geoff Taylor – RAL Chairman



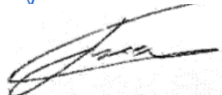
Date: 23 March 2022

Jamie Tuuta – RAL HSER Committee Chair



Date: 23 March 2022

Jono Dean – CEO



Date: 23 March 2022

Andy Hoyle – GM Safety & Environment



Date: 23 March 2022

Policy Approved By:	CEO	Date Effective:	23 March 2022
Manager Responsible:	GM – Safety & Environmental Risk	Date of next review:	23 March 2023

Policy Approved By:	CEO	Date Effective:	23 March 2022
Manager Responsible:	GM – Safety & Environmental Risk	Date of next review:	23 March 2023