

## Sustainability, Health & Safety Policy Statement

The Active Refrigeration Group is a proud New Zealand owned leader in the refrigeration and air conditioning industry offering design, sales, service and installation. We are committed to creating and maintaining innovative and efficient refrigeration systems for our clients, benefiting both the client and the environment. Our staff set us apart and we are committed to ensuring their health, safety and well-being. We are also passionate about New Zealand and playing our part in supporting our communities.

The Active Refrigeration Group is committed to a process of continuous improvement in order to achieve excellence in the management of sustainability, health, safety and the environment in our workplace and our customer's workplaces. We recognise the positive impact that the values and benefits of enhanced sustainability, health and safety management brings to The Active Refrigeration Group, it's Workers, our clients and our communities.

The PCBU, Officers and all workers have a responsibility to work together and actively manage hazards in the workplace and risks to quality and the environment. Reasonably practicable steps will be taken to prevent pollution or environmental harm and to prevent harm occurring to Workers and their health, safety and welfare will be actively promoted by:

- Identifying, assessing and controlling all existing and new health and safety hazards in the workplace, to which Workers and others are or may be exposed.
- Identifying, assessing and controlling all sustainability risks within our operational control.
- Accurate reporting and recording of all incidents and injuries and appropriate review processes to reduce risk.
- Providing information, training and equipment appropriate for controlling those hazards and risks assessed as being significant.
- Using natural refrigerants wherever possible and managing the use of global warming potential refrigerants to minimise the quantity stored and prevent any leakage or release into the environment.
- Having a comprehensive and up-to-date plan for all emergencies.
- Complying with the provisions of the Health and Safety at Work Act 2015, Health and Safety at Work Regulations 2016, Resource Management Act 1991 and other legislation, Standards, Codes of Practice and Guidelines providing for the health and safety of people at work and environmental protection.
- All Workers will be provided with the necessary support for the safe and structured return to work after an injury.
- Ensure our workforce maintains the highest level of technical qualifications.
- Support the professionalism and growth of the refrigeration and air conditioning industry through having apprentices.
- Integrate sustainability, health and safety into all planning and design decision.
- Ensure our suppliers have sustainable business practices.
- Ensuring Officers undergo regular H&S training to ensure they have a good understanding of their role as a health and safety leader within the PCBU.

The Active Refrigeration Group will maintain our commitment to responsible use of refrigerants by using natural refrigerants wherever possible and managing the use of global warming potential refrigerants to minimise the quantity stored and prevent any leakage or release into the environment.

All workers, supervisors and officers will be informed of their roles and responsibilities in keeping our workplace safe and our environment protected. All Officers will work in partnership with Workers and ensure that all Workers have the opportunity to participate in the above process, and will respond promptly to all sustainability, health and safety concerns raised. Workers will co-operate and report hazards and other sub-standard conditions, accidents and near misses, to their manager.

Should any Worker be injured while at work, the Active Refrigeration Group is committed to actively manage the accident claim and the rehabilitation of injured Workers.

**NO JOB IS SO URGENT THAT THERE IS INSUFFICIENT TIME TO DO IT SAFELY AND RESPONSIBLY.**

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**Officers Name and Signature:**

\_\_\_\_\_  
24 June 2020

**Date:**

This Policy is effective from the above date and will be reviewed every two years.

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**Employees Name and Signature:**

\_\_\_\_\_  
**Date:**