

Ryman Healthcare's Commitment to Health, Safety & Wellbeing

We are committed to maintaining an environment that promotes the health, safety, and wellbeing of all people who work at, live in, and visit one of our retirement villages, construction sites, or offices. Our commitment extends to everyone within our workplaces, including our team members, residents, contractors, and visitors.

Caring for people is part of our DNA. The Ryman philosophy of 'good enough for mum and dad' guides the care we provide residents and drives our dedication to keeping the wider Ryman family safe, happy, and well.

Our guiding principles that we 'do it safely or not at all' and get 'everyone home safe and well' are the foundation of our approach to health, safety, and wellbeing. They are the standards we set for, and expect of, each other.

The Ryman commitments are:

- **We have a positive attitude and commitment towards health, safety, and wellbeing.**
- **We strive to be 'safer together' by looking after each other.**
- **We drive continuous improvement so we can avoid adverse health effects to workers and others.**
- **We don't compromise on health, safety, and wellbeing and our people are supported by their leaders to act and work safely.**
- **We speak up about health, safety, and wellbeing and never walk past a situation or accept anything that doesn't meet our standards.**
- **We do it safely or not at all.**

Ryman Healthcare is also committed to:

- Continuously improving our systems for managing health, safety, and wellbeing throughout New Zealand and Australia, taking reasonably practicable steps to prevent harm.
- Ensuring that appropriate resources and processes are in place to effectively identify, manage, and monitor health and safety risks including the effective communication of risk controls.
- Ensuring processes are in place to remain informed about organisational health, safety, and wellbeing performance.
- Supporting our people to be responsible and accountable for the health, safety, and wellbeing of themselves and others.
- Providing education, training, and supervision to our people to allow them to return home safe and well.
- Providing reasonable opportunities for our people to effectively participate in health, safety, and wellbeing system improvements.
- Ensuring accidents and incidents are recorded and appropriate investigations carried out.
- Supporting the safe and early return to work of any injured or ill team members.
- Promoting and actively leading wellbeing initiatives to ensure a healthy and safe workplace.
- Promoting a workplace that values diverse and inclusive thinking, behaviours, and people.
- Ensuring compliance with health, safety & wellbeing duties and obligations.

All workers are expected to support Health, Safety and Wellbeing by:

- Consistently demonstrating the Ryman Characteristics by looking out for themselves and others.
- Reporting health, safety & wellbeing risks, accidents, and incidents.
- Taking action when they see unsafe situations - "Stop, Intervene and Speak up".
- Following all applicable health, safety & wellbeing instructions, policy, and procedures.
- Completing and applying relevant training, certification and induction as required.



Richard Umbers
Group Chief Executive