

OUR HEALTH, SAFETY AND WELLBEING COMMITMENT STATEMENT

At **Christchurch International Airport Limited (CIAL)**, we are unwavering in our commitment to protecting the health, safety, and wellbeing (HSW) of everyone who works with or interacts with our activities. We believe that everyone has the right to a safe workplace and our work should not compromise the wellbeing of our people.

Our vision is to enable safe and healthy work where our people can thrive; this will be achieved by designing work for success, promoting a Just Culture*, strong leadership with robust and effective management systems.

Our Leaders Commit to:

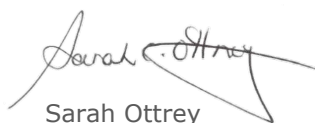
- **Prioritising HSW:** Creating and maintaining a safe and healthy workplace and work practices that promote physical and mental wellbeing.
- **Providing Resources:** Ensuring resources, training, and support are available to manage risks effectively and promote wellbeing.
- **Driving a Just Culture:** A culture of accountability, encouraging open reporting without fear of unfair punishment.
- **Leading by Example:** Embedding health and safety as core values within everyday work, leading by example and fostering genuine, open communication.
- **Engaging with others:** Actively engaging with our stakeholders to enable safe and healthy work outcomes.
- **Continuously Improving:** Remaining curious and open to opportunities to advance our work and improve health, safety, and wellbeing outcomes.

Our Expectations of Everyone:

- **Empowered:** Every individual is empowered and expected to take ownership and responsibility for health and safety in their roles and decisions.
- **Personal responsibility:** Be accountable for your own actions, actively engage in safe and healthy practices and prioritise personal wellbeing.
- **Support of Colleagues:** Promote a culture of mutual care and respect, ensuring a supportive environment for all.
- **Report concerns:** Promptly communicate any health, safety, or wellbeing issues via prescribed systems.
- **Participation:** Engage in programs and training aimed at enhancing workplace health and safety.

Our Commitment

Together we commit to cultivating an environment where health, safety and wellbeing is a core consideration in everyday work to enable safe and healthy work where our people can thrive.



Sarah Ottrey
Chair



Justin Watson
Chief Executive

** A Just Culture is a workplace environment that promotes accountability and learning by distinguishing between human errors, at-risk behaviors, and reckless actions. It encourages open reporting of mistakes without fear of punishment while ensuring appropriate consequences for unsafe actions.*