Health and Safety Policy

August 2026

Morphum Environmental Ltd (Morphum) is an environmental, engineering and sustainability consulting company, committed to health and safety practices in all areas of work. Morphum has established, documented, implemented, and is maintaining a comprehensive Health and Safety Management System, and continually improving its effectiveness in accordance with the Health and Safety at Work Act 2015 (NZ), Occupational Health and Safety Act 2004 (Australia) and associated regulations.

Our aim is for all Morphum and our collaborators to work in an effective partnership to promote an accident-free workplace and to ensure the health, safety and wellbeing of all people in the vicinity of our workplace. To this end, Morphum commits to:

- Implement and maintain a health and safety management system that fulfils or exceeds the obligations of relevant legislation and ISO standard 45001;
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health appropriate to the purpose, size and context of the organization and to the specific nature of the risks and opportunities;
- Provide a framework for setting the health and safety objectives;
- Fulfil legal requirements and other requirements;
- Eliminate hazards and reduce health and safety risks;
- Continual improvement of the health and safety management system;
- Consultation and participation of workers, and, where their representatives.

In order to achieve this, Morphum will:

- Provide for the health and safety of all employees, including facilities, equipment, working culture, training, instruction, supervision, mental health, and alternative working arrangements;
- Provide for the health and safety of our partners (those we work alongside, including clients, subcontractors, visitors to Morphum facilities, the landlord and the public), as far as reasonably practical;
- Regularly review relevant health and safety policies, procedures, employees, and equipment and facilities, and implement continual improvement practices;
- Educate employees of their responsibilities, including taking all practicable steps to ensure they do not cause harm to themselves or others at work;
- Engage with employees on health and safety issues, including the appointment of Health and Safety Employee Representatives in all major work streams;
- Implement and maintain a hazard management system that proactively identifies, assesses, controls and records new hazards and hazards identified daily during field visits;
- Engage with our partners to ensure adequate health and safety procedures;
- Provide and maintain a reporting system and investigation process for work related incidents including property damage, illness, injuries, near misses and early signs of discomfort;
- Develop emergency procedures for Morphum facilities and inform all employees and visitors;
- Embed health and safety in all Morphum projects by utilising Safe Working Procedures, Project Specific Health and Safety Plans, Equipment Use and Maintenance Schedules or Safety in Design Register where relevant.

The people responsible for implementing our health and safety measures are:



Dean Watts
(Director)



Caleb Clarke
(Director)



Stuart Joyce
(Health and Safety Lead)



Ben Cooper
(Health and Safety Manager)



Priyanka Kavthekar
(Health and Safety Representative)