

Occupational Health and Safety Policy

Cloudy Bay Vineyards is committed to making exceptional wines that are an expression of our savoir-faire produced in a safe and healthy environment that supports the wellbeing of all employees, visitors and contractors.

Fundamental to this commitment is the core belief that:

“Our People’s Hauroa makes the Difference”.

We promote a culture that supports physical, mental, emotional, and social wellbeing. Our team members are trained and active participants in our OHS management system. Together we work to prevent work-related injuries and illnesses, identify, and manage workplace hazards, reduce risks, exploit opportunities and continually improve our performance.

We insist that no job is too urgent or too important that it cannot be done in a way that protects safety, health and wellbeing.

We recognise that there are numerous health, safety, and psychosocial risks associated with the activities we undertake, and we are committed to meet our legal and stakeholder obligations to provide the highest level of protection, so far as is reasonably practicable, for every worker, visitor and customer to our sites. Our approach will ensure we:

- Fulfil our responsibilities and requirements under the Health and Safety at Work Act, Regulations relevant Codes or Practices and Standards which apply to our industry
- Set objectives for, and take a systems-based and preventative approach to managing safety, health and wellbeing
- Monitor and measure the success of our systems and strive to continually improve them
- Identify, eliminate or control hazards and manage and reduce OHS risks to a level as low as reasonably practicable to prevent harm
- Provide regular opportunities for communication and consultation on health and safety matters with workers and their representatives and ensure their effective participation in our OHS systems and processes
- Commit to provide industry-related information, ongoing training, operational controls and effective supervision to workers to continually improve their knowledge and understanding of safe work practices
- Support not just safety and health but also wellbeing through the provision of a workplace that celebrates diversity, does not tolerate discrimination, harassment or bullying and provides an Employee Assistance Program and other resources to nourish its employees
- Recognises and promotes the duty of care that all workers have to their own safety and to the safety of others through their actions at work and their necessary contribution by compliance with OHS training, procedures and policies and their requirements
- Work alongside other PCBU's where our workplaces are shared or overlap and ensure that company policies and procedures are adhered to
- Empower our people to intervene and prevent or correct unsafe actions or conditions and never direct anyone to do something they believe is unsafe

The implementation, operation and continuous improvement of our management system will facilitate progress on our journey toward Protecting Hauora and contribute to the guardianship of our estate and brand.

Yang SHEN
Estate Director

01 MAY 2021
(Amended April 2025)