

Universal Music New Zealand

Occupational Health & Safety Policy

Universal Music New Zealand Ltd, based in Auckland, is in the business of, multimedia content production, global marketing and promotion for international and local artists through multimedia platforms and channels and managed events. Universal Music NZ Ltd management is firmly committed to the provision of a safe and healthy workplace for workers.

We are committed to fulfilling our legal and other requirements in accordance with all legislated requirements. This includes duties under the Health and Safety at Work Act 2015, subsequent regulations, approved codes of practice, standards and best practice guidelines.

In meeting these duties, Universal Music New Zealand Ltd as the PCBU seeks to:

- Ensure compliance to relevant and applicable OH&S legislation and other requirements.
- Ensure that Universal Music New Zealand Ltd workers and contractors work in a healthy, safe manner and are not harmed (or do not cause harm to others) while working on Universal Music New Zealand Ltd's premises and work related sites
- Encourage worker consultation and participation in health and safety matters, including external guidance from worker nominated representatives
- Promote measures to prevent injury and illness by insisting on safe methods, safe equipment, proper materials and Universal Music New Zealand Ltd safe practices at all times
- Ensure accurate, timely reporting of incidents (injury and non-injury), investigation and required corrective actions are implemented
- Participate in an audit program to maintain excellence and actively promote a health and safety improvement plan to drive continual improvement
- Identify and report hazards; assess and control workplace risk and opportunities

Universal Music New Zealand Ltd is committed to establishing measurable objectives and targets that are compatible with the strategic direction of the organisation by providing a framework for setting the OH&S objectives.

We are committed to;

- Ongoing regular inspections of the work place to ensure continual improvement and monitoring of health & safety and overlapping duties in the workplace.
- Continued development of a positive health & safety culture across our organisation through quarterly management reviews, regular communication of health and safety matters and the opportunity for employee feedback.
- Continual improvement of contractor management and engagement to ensure health & safety matters are consulted, coordinated and communicated to all interested parties.

This OH&S policy is documented and available to interested parties. It is communicated within our organisation.

This policy is reviewed annually.

Signed By:

Adam Holt:
Chairman



Date: May 11, 2023

Tony Jenks:
CFO

Tony Jenks
Tony Jenks (May 11, 2023 10:11 GMT+12)

Date: May 11, 2023

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