

**To be part of Z is to be part of a community that brings this stand to life. Ko te piri ki a Z he piri ki tētahi hapori whakatinana i tēnei whāinga.**

**Our purpose – solving what matters for a moving world – compels us to act on safety and wellbeing.**

**We stand for**

**Enhancing the lives of our people and communities. He whakapakari i te oranga o ō tātou tāngata me ō tātou hapori.**

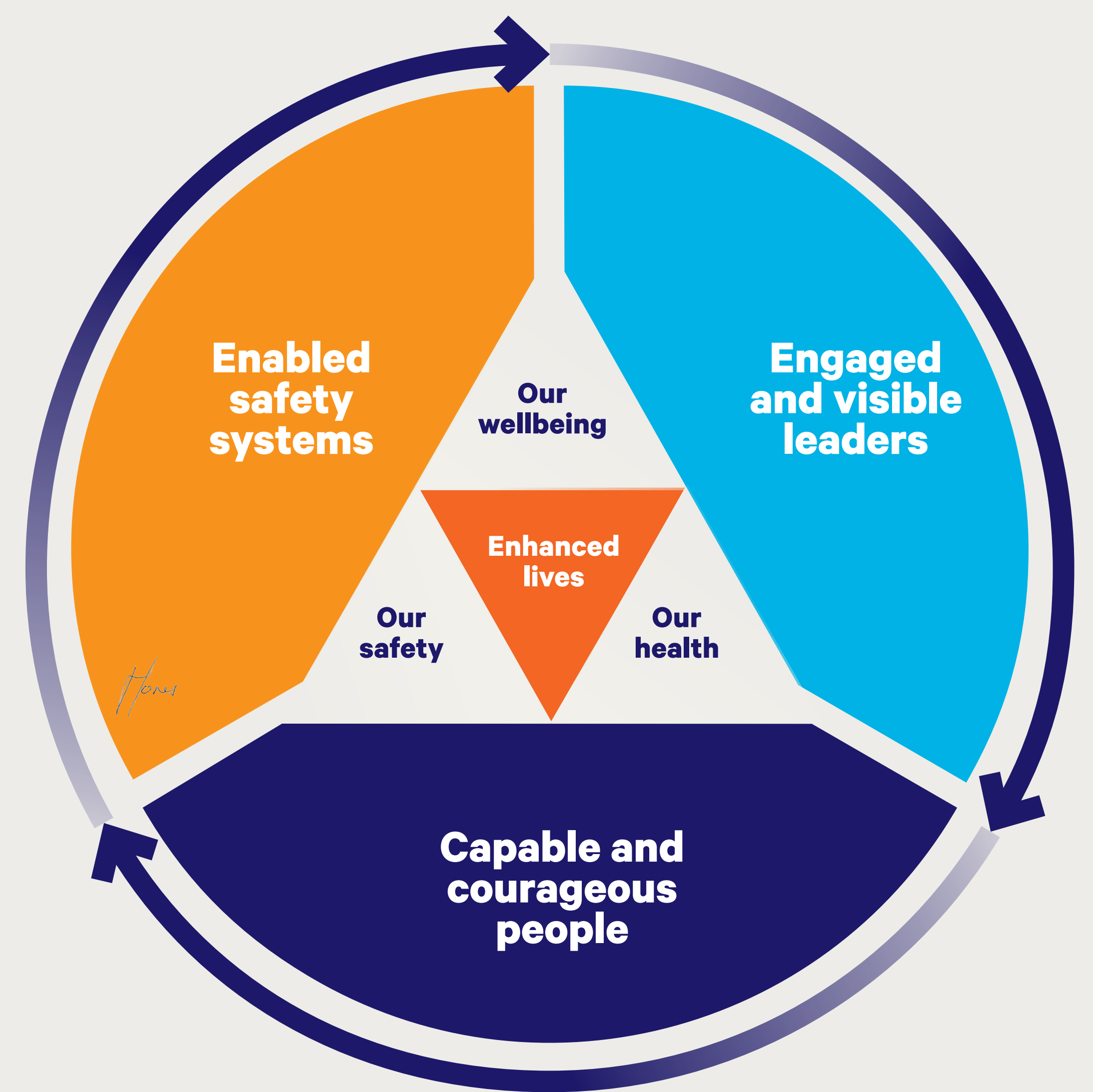
At Z, we are committed to providing workplaces that enable safe, productive and engaging work that enhances the physical and mental wellbeing of our Z whanau, the partners we work with and the wider Aotearoa, New Zealand.

We know that our wellbeing can only be achieved when we are physically and emotionally healthy and feel safe in the work that we are doing, as well as being safe and supported in bringing our whole selves to our work.

We recognise that we have a broad risk profile and operate across New Zealand. As such, we proactively identify, eliminate and or manage the risks that we create or face.

**We all need to stand up and take personal accountability for this.**

We enable our stand by having engaged and visible leaders, capable and courageous people and enabled safety systems.



**Engaged and visible leaders**

We are all safety leaders at Z, our commitment drives us to stand side by side with the teams that rely on us and work together to manage our risks.

**Enabled safety systems**

Our safety system drives us to proactively focus on the risks that matter most, ensures the continual improvement of our operations, and it's part of everything we do. It drives us to meet our responsibilities as a New Zealand company and our internal standards too.

**Capable and courageous people**

We know that our people are key to our success and we work together to grow capability and empower them to speak up and actively participate. We back our people 100% to make the calls required for safe and reliable operations.

**Lindis Jones**  
Chief Executive  
April 2023