

Welcome to Fletcher Living
We can't wait to start working with you



Fletcher Living
Love your new home

Welcome to Fletcher Living!

We're excited to have you join our family and help us create homes Kiwis love to live in.

Fletcher Living has a long history and strong commitment to providing exceptional, quality new homes in flourishing communities. It has taken 110 years to get to where we are today - since James Fletcher built his first weatherboard home in Dunedin in 1909. The home still stands proud and is an ever-present statement of our craftsmanship.

Our people are our greatest asset, and we reflect this in our values. From our internal teams to all our contractors and suppliers, we all have a part to play in fostering a culture that's safety-led, inclusive and enables us all to thrive.

Here at Fletcher Living, doing the right thing matters. We are accountable for our actions and for living and championing our values.

This document is our Contractors' Code of Conduct, it's the overview of the way we work and sets out the standards we expect of ourselves and each other. It explains how and why we do things and how to work with us safely.

Please familiarise yourself with this guide, we look forward to a great partnership with you and your business.

With thanks,

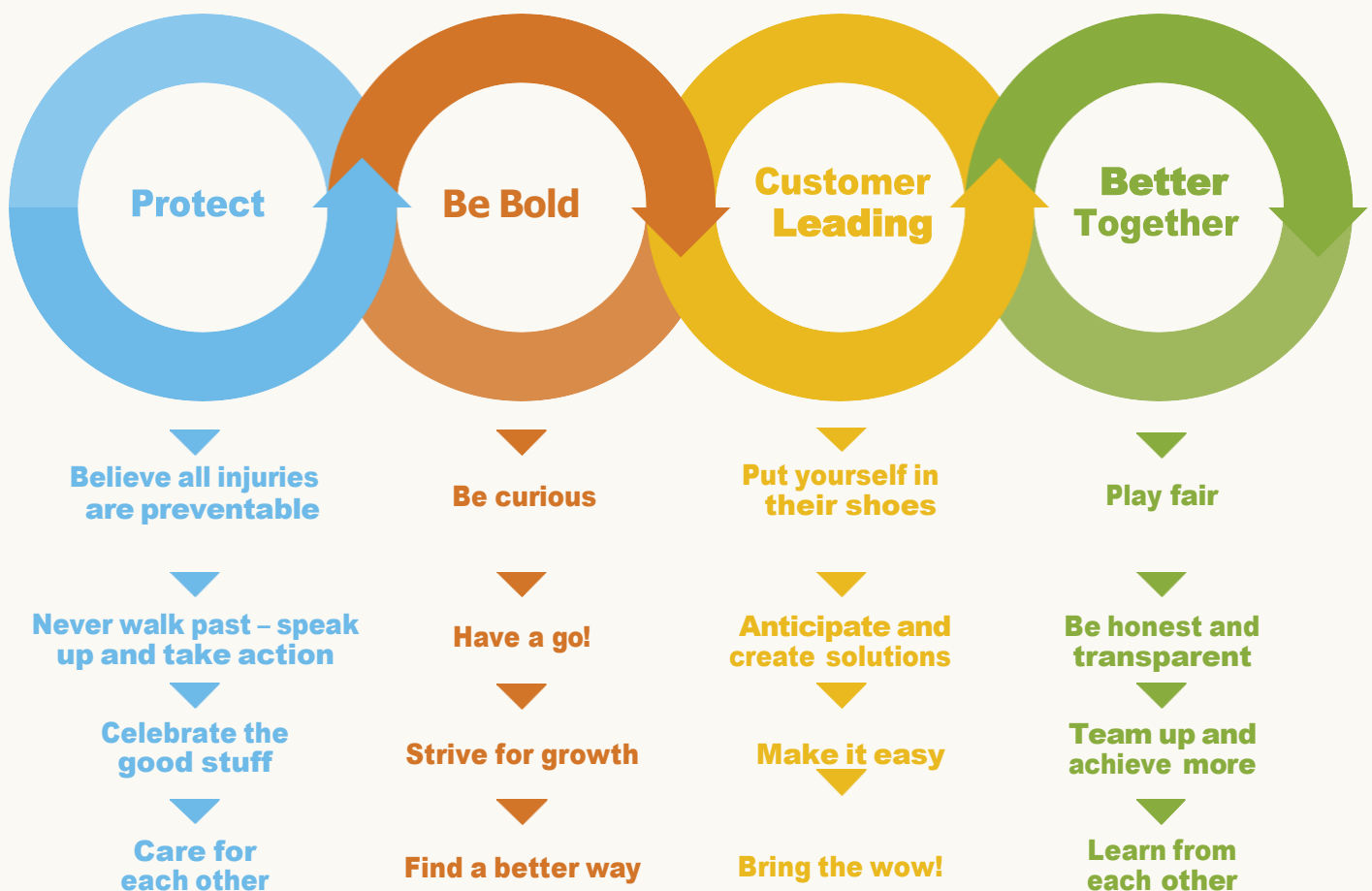


Aurelie Le Gall
General Manager – Residential

Our Values

At Fletcher Living we are proud of our reputation of working with integrity and living by our values. Our values provide a clear and simple overview of what is important to us, and how we expect all our people and contractors to behave.

At Fletcher Living, doing the right thing matters – being honest and fair, treating others with mutual respect, and being accountable for our actions.



PROTECT

Protect is one of our Core Values. We are putting the belief that ‘all injuries are preventable’ front and centre in all that we do. The health, safety and wellbeing of our people always comes first.

Our Life Saving Rules are a simple set of rules that are the foundation of our approach to safety. They represent our critical risks and are designed to keep you and others safe and must be followed at all times. The Life Saving Rules target specific safety behaviours related to core critical risks on our sites and have been developed with consultation from workers and contractors.

Our Life Saving Rules take you HOME at the end of each day.

On site this means:



We always work free from
drugs and alcohol



We always set up and
obey exclusion zones



We always obey
the site speed limit



We always protect
ourselves against falls



We never alter scaffold
or fall protection



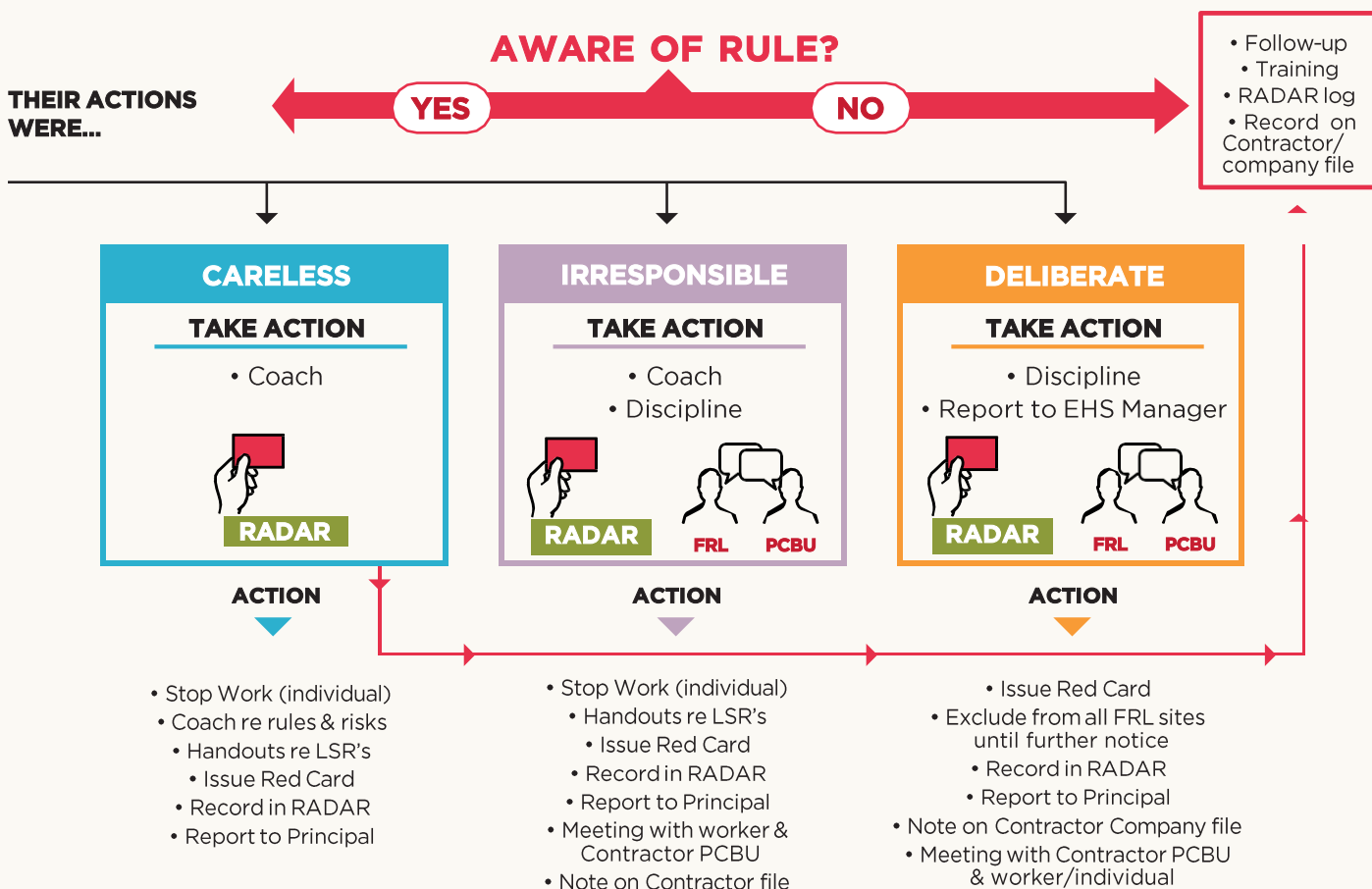
We protect everyone
from dust and
harmful substances

JUST CULTURE

We take breaches of our Life Saving Rules and site-specific rules very seriously. The diagram below sets out the process and outcomes for our Contractors in the event of a Life Saving Rule breach.

Life Saving Rule Breaches

Process & Outcomes for Contractors



SUPPORTING INFORMATION

CULPABILITY

CARELESS

- Individual failed to recognise a risk despite training
- No previous LSR breaches or at least 12 months

IRRESPONSIBLE

- Individual failed to recognise a risk despite training nor take any preventative measures
- Individual has a recorded offense on file
- Placed others and self at risk

DELIBERATE

- Individual has enough training to have been aware of risk
- Acted with intention/aggressively
- Increased risk by changing procedure
- Individual has a recorded offense on file

Protect

What this means for you:

- You are responsible for your own Health & Safety, and the safety of those around you
- Always come to work fit and capable of doing your job safely
- Look out for yourself and your teammates by identifying and managing workplace risks and hazards
- Make sure you report all hazards, incidents, and near misses so we can learn and take action to avoid future harm
- Understand and comply with the obligations you have under our Health & Safety policies and Health and Safety law
- Stop work if it is unsafe or uncontrolled





Our Drug & Alcohol Standard

We always work free from drugs and alcohol.

Everyone who works for us is working in a safety sensitive role.

Drugs and alcohol 'on' and 'off' the job can affect the way you behave and perform at work, as well as the safety of yourself and others. Fletcher Living takes a firm view against the use, sale or possession of illegal drugs, the misuse of legal drugs or use of alcohol on any of our sites.

At Fletcher Living we carry out Drug and Alcohol testing with our contractors across the following scenarios:

- Post-accident / incident
- Just cause (where observed behaviour causes safety concerns)
- Random selection

What this means for you:

- Undertake drug & alcohol tests when required as per the [Fletcher Living Drug & Alcohol Policy](#)
- If you are involved in a serious or potentially serious safety incident, a post incident drug and alcohol test is possible
- All our sites are subject to random testing
- Refrain from attending work under the influence or in possession of drugs and/or alcohol at work
- If you are taking prescribed drugs or other medication that may affect your ability to work safely, notify your supervisor or manager immediately

Useful Information

We have a number of detailed Health and Safety documents that are always available on our **Fletcher Living Contractors Portal**

- Site Health, Safety & Environmental Manual
- Risk Register
- Drug and Alcohol Standard
- Minimum requirements for Workplace PPE
- Acceptable Ladders and Work Platforms

In addition, you can find on our Contractor Portal updated communications, access to training materials, and Accounts Payable information.

Signature and Declaration

I confirm that I have read and understood the Fletcher Living Contractors' Code of Conduct and agree to abide by it.

Name: _____ Position: _____

Company: _____ Date: _____

Signature: _____