

Keeping you up-to-date with

Health & Safety

Near miss reporting

A near miss is an opportunity to learn and prevent potential injuries.

In the last 12 months, ANZCO workers reported 391 near misses, and we want to hear about more.

A near miss is a close call – something happened that could have caused harm, but luckily, no one was hurt this time. It could be because someone reacted quickly, noticed the hazard in time, or simply happened to be in the right place at the right time.

But, just because no one was hurt this time, doesn't mean it won't happen next time. We want to use these experiences to learn and reduce risk.

If you have a near miss or see one, report it. Speaking up helps us identify hazards, prevent incidents, and keep our workmates safe.

A near miss could be:

- A contractor not wearing correct PPE, so they're vulnerable to injury
- Someone slipping over but catching themselves before falling
- Someone not pouching their knife correctly

To report a near miss, you can talk to your supervisor, manager, or site health and safety rep, and they'll help resolve the issue – or you can fill out a near miss card.

A reminder that the Safety Conversations feature in the ANZCO Crew app was removed on 31 August, and we've been working with sites to put new processes in place to record conversations.

Stories from shutdowns

ANZCO Foods Canterbury celebrated a successful shutdown, with all goals achieved on schedule and no recorded injuries. More than 300 contractors, employees, and Ashburton Mayor Liz McMillan attended a barbeque to thank everyone involved.

ANZCO Foods Eltham's main shutdown project was replacing the five-year-old beef chain. Thanks to engineering apprentice Liam and maintenance fitters Ben, Viju and Joni for completing the work safely and efficiently. More than 3,000 working hours were logged during the two-week shutdown, including the plant conversion from beef to calves and other maintenance.

Forklift improvements

We've recently made changes to our forklift speed limits across all our sites. Forklifts must now keep to a speed limit of 5km inside or 10km outside.

Since changing this speed limit we've seen a decrease in forklift impacts and incidents from 42 in April to 17 in June.

Thanks to our forklift operators for taking this change onboard and contributing towards this fantastic reduction in incidents.

H&S at ANZCO Bioscience

The Hamilton Moregate team attended a full-day manual handling and wellbeing course with Ritchie Patterson from Manual Handling NZ. The course covered safe manual handling, injury prevention, warming up, reconditioning the body after extended breaks, and maintaining good habits. Employees also received tools, exercises and wellbeing tips to help prevent injuries and support workplace health.

Bovogen Biologicals installed a new ethanol storage system at its Melbourne site. Ethanol is used in BSA (albumin) manufacturing as part of the initial purification process. The new tank has two layers of protection to reduce the risk of sparks and removes the need to move ethanol between buildings.



Health and safety planning day

The wider Health and Safety team attended a planning day recently to share feedback and reflections on health and safety at ANZCO Foods in 2026.

The team provided feedback on things they were proud of and shared updates on their areas.

The feedback received will help develop our 2027 Health and Safety Plan to improve our performance.





A note from Joe

Joe Bebbington is a H&S Governance Group member and ANZCO's Chief Financial Officer

In my line of work, I'm used to making decisions on data. Financial reporting gives us insight into what has happened, but also often helps us understand what could happen next. Collecting quality, accurate and timely data means we can make good decisions for ANZCO's future.

It's the same for health and safety.

Near miss reporting is some of the most important safety data we collect. An injury tells us something has already gone wrong, while a near miss is an opportunity to learn and prevent a future injury.

Every near miss report helps us identify trends and understand hazards and risks in our workplaces so we can make better decisions about where to focus our efforts.

I encourage everyone to take the time to report near misses by filling out a near miss card or telling your supervisor, H&S representative or management team, no matter how minor they might seem. The information you provide helps us ensure everyone goes home safe and well every day.

Thank you to everyone who takes the time to report near misses, and helps us improve health and safety at ANZCO.

Five Star Beef improvements

A range of practical changes are helping reduce ankle injuries at Five Star Beef.

After noticing an increase in ankle injuries, the site reviewed contributing factors and looked at different ways to better support employees. The team introduced several measures including footwear, strengthening, and everyday work practices.

Around half the stock team has moved from wearing generic gumboots to lace-up boots that provide better support for their work on foot and horseback. Employees are also reminded to secure their boot laces so they don't become caught in stirrups.

The site has added ankle strengthening exercises to its induction programme, along with guidance on safely getting in and out of vehicles and on and off horses.

Together, these changes are providing a more fit-for-purpose approach to preventing ankle injuries, showing how listening to employees and making practical improvements can make a difference.

Any questions or feedback?

If you've got any questions or feedback on anything in this newsletter please contact the Health and Safety team at: HealthandSafetyAdmin@anzcofoods.com

HSR Level 1-3 programme

IMPAC's Health and Safety Representative (HSR) programme gives HSRs the knowledge and practical skills to support health and safety in their workplace. The programme covers the role and responsibilities of an HSR, risk management, incident investigation, effective communication and building a positive health and safety culture.

A number of ANZCO Foods people have completed the programme and used what they've learned to progress their careers. In this newsletter, we meet Casey and Kate, who work in health and safety roles at their sites.



Casey Halliday
Health and Safety Advisor

Casey Halliday started at ANZCO Foods Canterbury as a student working in the fellmongery before moving into the drystore. Her interest in health and safety grew as she became more aware of how everyday decisions could affect her own safety and the people around her.

After moving into a health and safety role, Casey completed the IMPAC HSR training, which helped her understand the 'how' and 'why' behind different aspects of health and safety.

Now a Health and Safety Advisor at our Canterbury site, her role includes audits, investigations, risk assessments, hazard reviews and working with H&S representatives. What she enjoys most is helping people – finding ways to make their work easier and safer.

Casey says the training has played a big part in shaping her career and gave her skills she uses every day.



Kate Dixon
Systems and Supplies Health and Safety Coordinator

Starting out in health and safety one day a week at Five Star Beef, Kate initially focused on rewriting safe operating procedures alongside other administration work. Over time, her role grew, and she now works as the Systems and Supplies Health and Safety Coordinator.

Completing IMPAC HSR Levels 1-3 helped Kate build on what she learned on the job, gave her more insight into health and safety legislation and, most importantly, how to find and understand the information she needs.

She says the training has given her greater confidence and knowledge that she can apply to her everyday work.

Her advice for others considering HSR training is to give it a go and remember that learning takes time. Keep the course booklets, ask questions and draw on the knowledge of the people around you. There's always more to learn, and there's no such thing as a stupid question.

WORK
SAFE

HOME
SAFE