

Keeping you up-to-date with

Health & Safety

Charlie's injury

Charlie Smith of ANZCO Foods Eltham was working on the slaughter floor when he cut his left forearm. Initially, he thought the injury didn't look too major, so he tried to brush it off, but when it kept bleeding and he noticed his fingers stopped moving, he found a supervisor for help. They visited the site nurse who noticed he was a bit pale and wasn't speaking too well, so they called an ambulance.



He was taken to Hawera, where the doctors ran some tests, and saw he was developing a haematoma (a big bruise) all the way down his arm, so they sent him to New Plymouth hospital for more treatment. It turns out even though the injury site was only a couple of centimetres long, he'd actually cut a tendon and one of the main arteries in his arm. He had two surgeries in three days, where they cleaned out the haematoma, and then stitched up the damage in his arm. These surgeries left him with a scar going from his palm to his elbow.

He's working with a physio to relearn how to move his hand, and after two months he's still working on being able to open his hand up all the way. He also has a brace and compression gloves, which he needs to wear every day.

Charlie doesn't know when his arm will be back to normal – it could be months. He's found it has really impacted his day-to-day life; he isn't able to drive, tend to his vege garden, and because he hasn't been able to come into work much, he misses his mates. He says his mental health has taken a bit of a hit as well because it doesn't feel like he can just be normal. His ANZCO mates have kept in touch, and he's been able to join health and safety representative meetings, which he's said has helped him stay busy and keep up with what's happening at work.

Overall, while he wouldn't wish his experience on anybody, it's been a big wake-up call and he's realised the vital part following proper processes plays in keeping you safe. He'd like to thank everyone for their help and support while he's been recovering.

Shout out to...

- James Blackstock and Holly Kirk of the ANZCO Foods Corporate Office for finding us a national health and safety training provider, IMPAC.
- Toni Green of ANZCO Foods Waitara for coordinating and helping develop procedures for new processes, training, and inductions.
- Anna Magno of ANZCO Foods Green Island who received the November Health and Safety Award for observing, reporting, and encouraging safe practices.
- Willy Peirson of ANZCO Foods Green Island who received the December Health and Safety Award for being proactive on Lock Out Tag Out. He won't allow any cleaning unless he's locked out the equipment and is also good at reminding employees to check PPE, makes sure machinery/equipment is put together properly, and reports incidents and hazards immediately.

What we've been doing...

Rep Campaign – we investigated the possibility of a campaign to encourage new health and safety representatives to sign up, and have found there isn't a need for this campaign. We're developing a handbook for health and safety representatives to support them in their role.

Best Practice Programme – following feedback from the health and safety supervisors conference last year, we're including supervisors in the monthly Best Practice meetings. This enables us to share ideas and discuss learnings across sites.

Introducing IMPAC

Introducing IMPAC, our new national training provider. IMPAC will run training courses around different areas of health and safety for employees across all our sites. The health and safety team met with them in January to discuss the scope of the training, and we'll have more information for you later this year.

If it's not recorded, it didn't happen

Remember to report your safety conversations and observations on the ANZCO Crew app.



Kate's melanoma story

Kate Hager – Group Safety, People, and Sustainability Manager at ANZCO Bioscience, was recently diagnosed with skin cancer.

She's been getting skin checks on and off since she was 21 years old, and has ramped up to getting annual checks after some family members were diagnosed with skin cancer. At one of her annual checks about 10 years ago, she had a full set of photos taken for her doctor to use as a baseline and track new moles or changes.

While on holiday recently, she noticed a new mole on her lower left leg. It looked different from other moles and had an irregular border, so she pointed it out at her annual skin check in October. The doctor imaged it with a portable microscope, and they saw it looked distinctly like the examples of skin cancer we're told to watch out for. She had a biopsy, and a little more than a week later it was confirmed it was melanoma. Fortunately, it was stage zero, meaning it was caught early and hadn't developed much. Later, more was removed from around the site and tested, and it was confirmed it had not spread.

Kate's annual skin checks will become three-monthly, and she'll do her own daily skin checks looking for any changes. Kate's doctor also recommended to Slip, Slop, Slap and Wrap as much as possible, and avoid going outside in peak UV times – that's between 11am and 3pm.

Anyone can develop skin cancer, but your risk is increased if you have a history of melanoma, fair skin that burns easily, have had bad sunburns in the past, are more than 50 years old, have had high levels of UV exposure, or are immuno-suppressed or use certain medication.

A melanoma can be a lump, bump, sore, redness or swelling, or just as an odd-coloured patch of skin – and can develop fast. The good news is, if caught early, it's almost always treatable. Kate's story is a powerful reminder it's important to get regular checks and take care of your skin.

A note from Health and Safety Governance Group member and CEO, Peter Conley...



In our first Health and Safety newsletter for the year, I'm pleased to be able to share some positive news about last year's health and safety performance.

Here are some high-level highlights from 2024 compared to 2023:

- A 24% reduction in our total recordable rate
- A 28% reduction in lost time injuries
- A 22% increase in safety observations
- We reduced our lost time injuries across our focus areas of knife handling, forklift incidents, and slips, trips and falls.
- We improved the response to our engagement statement "ANZCO Foods is committed to health and safety and has controls in place to manage risks appropriately" from 4.14 out of 5 in 2023 to 4.28 in 2024.

We've invested significant time and money in managing and lessening our critical risks and more recently on having safety conversations, so it's great to see this making a real difference in our performance.

I'd like to thank everyone for the continued focus you put on health and safety and also stress that we can't become complacent. Health and safety needs our constant attention so we can continue to perform strongly and make sure our people go home safely to their family and friends every day.

As well as our ongoing focus on making our workplace as safe as possible, this year we'll be focusing on having quality safety conversations. During my site visits this year I look forward to walking around our sites, being curious, and asking questions about working safely.

Thank you again for your ongoing focus on this important area of our business.

Safety conversations

We recorded an incredible 3,741 safety conversations in January and February. Keep up the good work.

Try these questions to start conversations about our current health and safety focus, Traffic Management:

- **How do you secure loads on your forklift?**
- **How often do you check your tyres?**
- **What do you do before you start a long drive?**

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

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