

Application for an enforceable undertaking

June 2019

Part 4, Health and Safety at Work Act 2015

The commitments in this application are offered to WorkSafe New Zealand by

Name of entity or, partnership or individual applying for this undertaking

Container Movers Limited

Application for an enforceable undertaking

Part 4, Health and Safety at Work Act 2015

The commitments in this application are offered to WorkSafe New Zealand by

Name of the person or persons who will be signing this undertaking in section 4:

Craig Foster, Director

On behalf of:

Container Movers Limited

Name of the entity giving this undertaking (if an individual or sole trader, leave blank - complete in all other cases)

Container Movers Limited

This enforceable undertaking is given on the day and date that it is accepted and signed by WorkSafe. The undertaking and its enforceable terms will operate as a legally binding commitment on the part of the person from the date it is given.

Do not refer to the victim by name in this document. Please refer to the victim/worker/employee/volunteer/or other term as appropriate.

WorkSafe respects your privacy and is committed to protecting personal information. The information provided in this document is for the purpose of an undertaking given to WorkSafe under Part 4 of the *Health and Safety at Work Act 2015*. This information will be managed within the requirements of both the *Privacy Act 1993* and the *Official Information Act 1982*.

There is an expectation that WorkSafe will generally publish the undertaking in full on its website.

TERM	DEFINITION
Contravention	An action which offends against the <i>Health and Safety at Work Act 2015</i> and/or any Regulations made under it. It includes both health and safety contraventions. A contravention also includes an alleged contravention.
HSMS	A Health and Safety Management System.
Person	An individual who or a legal entity which has a duty under the <i>Health and Safety at Work Act 2015</i> and can give a written undertaking. The term includes individuals, each partner in a partnership, corporations, trustees of trusts, and crown organisations.
Health and Safety legislation	<i>Health and Safety at Work Act 2015</i> and associated regulations.
Enforceable undertaking	An enforcement pathway that allows a duty holder to voluntarily enter into a binding agreement with WorkSafe. The agreement outlines actions the duty holder will undertake to address the contravention. It is expected to deliver activities which benefit workers, the wider industry or sector and/or the community as well as acceptable amends to any victim(s).

1. General information

1.1 Details of the person/persons/entity giving the undertaking

Name of person(s) making this undertaking: (in all cases complete with the name(s) of those who are signing this undertaking under Section 4)

Craig Foster / Leslie Harrison

Name of entity: (if applicable, leave blank if an individual)

Container Movers Limited

Type of legal entity: (complete in all cases, for example individual, sole trader, partnership, trust, company, etc)

Registered Company (NZBN: 9429033670256)

Nominated contact person: (the same person listed above/one of those listed above)

Craig Foster

Physical address:

28 Empire Street, Frankton, Hamilton

Postal address: (if different from physical address)

Work phone: s9(2)(a) OIA 1982

Mobile phone: s9(2)(a) OIA 1982

Email: craig.foster@lhtgroup.nz

Industry: Transport

Workers (enter numbers):

Full-time: 80

Part time: 2

Casual: 1

Description of the products and services provided by the business or undertaking:

Container Movers Limited (CML) is a Waikato-based company established in 2007, and operates in the Les Harrison Group of companies (LHT). CML operates a container fleet made up of flat deck, skeletal and swing-lift truck and trailer units, and primarily provides container and cargo transport services from Ports to customer sites. CML commonly transports concrete and steel products, as well as pipe, pallet and other heavy freight transport.

Comments:

1.2 Detail of the contravention

WorkSafe New Zealand (WorkSafe) alleges that CML, as a person conducting a business or undertaking (PCBU), having a duty to ensure, so far as reasonably practicable, the health and safety of workers who work for the PCBU, including the victim, while the workers were at work in the business or undertaking, namely using a side loader to transfer a shipping container from a truck, did fail to comply with that duty, and that failure exposed workers to a risk of death or serious injury.

WorkSafe alleges that it was reasonably practicable for CML to have:

- (1) Developed, implemented, and communicated an adequate safe system of work for side loader operations that addressed the risks of truck drivers and operators working together, including:
 - (i) the establishment and maintenance of exclusion zones;
 - (ii) effective communication between truck drivers and operators to ensure all workers were outside the exclusion zone while the stabiliser legs and/or cranes were being operated;
 - (iii) ensuring the remote control was disabled whilst workers were within the exclusion zone.
- (2) Communicated and trained truck drivers in the risks of side loader operations and the controls to manage those risks, including exclusion zones.
- (3) Monitored compliance with, and reviewed the effectiveness of, the safe system of work for side loader operations.

Throughout this document the terms 'contravention' and 'incident' will be used interchangeably.

1.3 Detail the events surrounding the contravention

Incident

The victim was employed by CML as a casual truck driver on 16 November 2022 and became a permanent employee in the same position on 19 December 2022.

The victim's role included driving flat deck truck units to transport and deliver freight between client sites, depots and distributors. The core component of a truck driver's duties involve securing the freight load, driving to the relevant sites, parking the trucks next to a side loader truck and subsequently remaining outside of the exclusion zone while side loader operators de-van the freight. However, truck drivers would assist with side-loader operations without having been specifically trained in the relevant risks or risk management controls.

On 9 October 2023, around 12:45pm, another worker (the Side Loader Operator) was preparing to transfer a shipping container from the victim's flat deck truck to the side loader, and then place the container on the ground. The Side Loader Operator parked his side loader next to the victim's flat deck truck, with the cab of the side loader facing the opposite direction to the cab of the flat deck truck.

When the Side Loader Operator commenced the lift, the victim was standing next to him at the rear of the Side Loader Operator's trailer. The Side Loader Operator stated that he believed the switch on the side of the remote must have caught on his clothing and engaged the stabiliser leg.

Unknowingly to the Side Loader Operator, at some point during the lift the victim had entered the exclusion zone and was standing between the stabiliser leg and the trailer unit. The Side Loader Operator continued the lift, and the stabiliser leg retracted inwards onto the victim, causing the victim to suffer traumatic crush injuries. The victim passed away at 8:12pm that day.

1.4 Detail any enforcement notices issued that relate to the contravention as detailed in term 1.2

DATE	NOTICE TYPE	NOTICE NUMBER	CONTRAVENTION OR PROHIBITED ACTIVITY	ACTION TAKEN IN RESPONSE TO NOTICE
DD / MM / YEAR	Please refer to Appendix A.			
DD / MM / YEAR				
DD / MM / YEAR				

1.5 Detail the rectifications to the workplace or work practices made as a result of the contravention (1.2), events (1.3) and the enforcement notices issued (1.4)

Please refer to Appendix A.

1.6 Total amount of money spent on rectifications

While the rectifications undertaken as outlined in section 1.5 are not all readily quantifiable, they have delivered meaningful improvements and represent a significant investment of time and effort.

The total cost spends to date on the development of the AI technology initiative referred to above and outlined in further detail in section 3.4, is \$20,000.

1.7 Detail the injury sustained or illness suffered by victim(s) or other(s) as a consequence of the contravention or, (as applicable) the *potential* for fatal injury or future fatal illness

The victim sustained fatal crush injuries after he became trapped between the stabiliser leg of the side loader and the trailer. The victim was admitted to hospital at 1.44pm and died in hospital at 8.12pm that same day. The post-mortem examination identified the cause of death as a traumatic crush injury to the victim's liver, which ruptured and caused significant blood loss.

s(9)(2)(a) OIA 1982

1.8 Detail any offer of amends or payments made to the victim(s) who sustained injury or suffered illness (the total monetary amount here is also to be included in the table at 3.12.3)

Describe the victim(s) relationship to you/the entity in question: (eg employee(s)/shareholder/director/family member/contractor, etc. If the relationship has more than one dimension, for example a family member who is also an employee and a director and/or shareholder of the business, or an employee who is a shareholder (etc) - then please describe this)

At the time of the contravention, the victim was an employee of CML. The victim was employed by CML as a casual truck driver on 16 November 2022, and from 19 December 2022 became employed on a permanent basis in the same position.

Detail offer of amends or payments:

CML offered their condolences in person. Following the contravention, CML provided financial support to the victim's spouse and family. CML contributed s(9)(2)(a) OIA as detailed in section 1.11 in Appendix A. CML also contributed to funeral costs. CML paid the victim's wife, the victim's full salary until she requested, through her advocate, for CML to cease making these payments in May 2024. CML recognises that this sum is in no way capable of compensating the victim's family for the emotional harm suffered, but is merely an attempt to alleviate a small component of the hardship on the family following the contravention. In addition to the assistance already provided to the victim's family of s(9)(2)(a) OIA, CML is proposing to provide further support as part of its obligations under the Enforceable Undertaking. CML offers to pay an additional \$103,010, plus \$105,981 in consequential loss, totalling \$208,991, to be paid within 15 days after the Enforceable Undertaking is accepted.

CML offers the following apportionment of the amount of \$103,010 (as emotional harm amends) between the victim's family members:

s(9)(2)(a) OIA 1982

s(9)(2)(a) OIA 1982

CML has had ongoing communications with the Side Loader Operator since the incident including moral support, and accommodation support. CML has also provided access to the Side Loader Operator through the EAP programme funded by CML. Please refer to section 1.11 in Appendix A for further details.

1.9 Detail any consultation with the victim(s) as to their views on whether an enforceable undertaking would be an acceptable alternative to prosecution

CML has been in contact with the victim's wife through her advocate to advise her of the prospective Enforceable Undertaking. Although CML and the victim's wife (through her advocate) had been arranging to meet in person, the intended meeting has not yet taken place.

1.10 Detail any consultation with unions/sector/industry as to their views on whether an enforceable undertaking would be an acceptable alternative to prosecution

Please refer to Appendix A.

1.11 Detail the support provided or proposed by the person to the victim(s), other(s)

DATE	DESCRIPTION OF SUPPORT	COMMENTS
DD / MM / YEAR	Please refer to Appendix A.	
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		
DD / MM / YEAR		

1.12 Detail any current HSMS implemented and maintained by the person

Describe how health and safety risks are managed, including types of procedures or policies or standards:

The health and safety management system in place reflects a proactive approach to risk management and continuous improvement. It includes, from a high level, the following core components:

- Hazard and Incident Registers - A regularly updated hazard register and incident register support the systematic identification and tracking of workplace risks and incidents. This ensures timely corrective actions and strengthens CML's ability to prevent recurrence and to investigate when incidents or near misses occur.
- Monthly Safety Toolbox Talks/Meetings - Toolbox meetings are held on a monthly basis, providing a structured forum to engage workers in health and safety discussions. These sessions reinforce safe work practices, share lessons learned from recent incidents, and promote a culture of openness and collaboration.
- Worker engagement - A suggestions box is available for staff to contribute ideas or raise health and safety concerns anonymously. This mechanism encourages bottom-up participation and empowers workers to be actively involved in shaping a safer workplace.
- Up to date records - Enhanced record-keeping practices, including comprehensive documentation of staff licences, endorsements, training registers, and maintenance records. All employee records were systematically updated in the previous year to ensure accuracy.
- Visual reminders: The operation manual which includes the hazard zone is reproduced as a sticker on the side loader and each driver logbook includes the picture of the hazard zone as a reminder.
- Collaboration - With other PCBUs and industry players through industry bodies as outlined above.

Further details on the current health and safety system is outlined in section 1.5 (refer to Appendix A).

Side loader drivers continue to demonstrate a strong commitment to safety, receiving positive, unsolicited feedback from clients. In July 2025, two drivers were specifically praised for their proactive approach to loading and unloading, ensuring the safety of everyone in the vicinity. These acknowledgements reflect the safety culture CML team upholds and the trust client's place in their safe work practices.

1.13 Detail the level of auditing undertaken on the HSMS, including compliance audits and audit frequency

Internal audits of swing lifts are completed every 6 months including the review of their physical components and maintenance records.

1.14 Detail the consultation undertaken or proposed to be undertaken, in relation to this undertaking

Refer to sections 1.9 and 1.10.

CML's workers have been consulted through its internal safety toolbox meetings and further informal meetings and CML will continue to consult with workers through its internal processes as to the progress of the initiatives contained in this undertaking.

2. General terms

The person acknowledges and commits to the general terms set forth in the sub-terms below.

2.1 Acknowledgement that WorkSafe alleges a contravention occurred as detailed in term 1.2

CML acknowledges that WorkSafe alleges that CML has contravened sections 36(1)(a), 48(1) and 48(2)(c) of the Health and Safety at Work Act 2015.

2.2 Statement of regret that the contravention occurred

CML sincerely regrets the incident that occurred on 9 October 2023 and the loss of the victim's life as a result of the contravention. CML deeply regrets the emotional suffering caused to the victim's family, including his wife and children. CML acknowledges that they have experienced irreparable harm as a result of the contravention.

CML expresses sincere remorse for the emotional impact this event had on the Side Loader Operator who was exposed to a deeply distressing event. The incident has been an impetus for change, not only in terms of immediate action but a fundamental shift in how CML thinks about health and safety. Since the incident, CML has adopted a strengthened commitment to a proactive approach that goes beyond the specifics of the incident, reflecting a renewed commitment to continuous improvement and a culture where safety is embedded in everyday work.

This Enforceable Undertaking and the commitments contained within, are intended to demonstrate, to the extent that it can, CML's sincerity in ensuring no such incident occurs again.

2.3 Statement of the reasons why, on balance, the person considers this undertaking is the most appropriate response to the contravention

CML acknowledges and regrets the contravention and the deep mark that it has left on the victim's wife, children and family.

CML also regrets the impact that the contravention has had on the Side Loader Operator and other drivers employed by CML. It considers that the most constructive and beneficial outcome for all those impacted by the contravention, is to enable CML to use its market leading position to achieve a higher standard of health and safety for all industry participants.

CML is conscious that there is a benefit provided to it by the prosecution not proceeding, however, on balance, it considers that the cost and potential outcomes of pursuing litigation would not provide a tangible benefit to the health and safety of workers in the industry, and further, would prevent CML from using its substantial industry influence to achieve the real change in health and safety outcomes within the heavy transport industry.

Following the incident and the improvements outlined above, CML identified further opportunities to enhance health and safety outcomes. It was recognised that workers frequently operate in unpredictable and unfamiliar environments without robust physical controls—for example, the absence of clear markers or barriers indicating exclusion zones across varied worksites. Standardising these practices proved challenging due to the number of PCBU sites visited daily by CML's workers, leaving individuals to self-manage their risk exposure based primarily on training and situational awareness.

Despite the progress made, CML acknowledged a continued reliance on behavioural compliance remained insufficient – which led to the development of the primary initiative.

The acceptance and subsequent performance of this Enforceable Undertaking will:

- (a) Enhance safety through innovation by enabling CML to develop and implement AI technology in partnership with an industry-leading developer, by improving safety systems for the benefit of its workers;
- (b) Promote industry-wide improvement by allowing CML to share its developed technology, safety insights and encourage the adoption of effective soft and hard controls freely to those who may benefit across the heavy transport sector;
- (c) Raise awareness of operational risks by leveraging CML's industry connections to highlight the dangers of discrepancies between work as imagined and work as done, and to promote strategies for bridging this gap;
- (d) Improve health and safety outcomes for CML's workforce and other drivers across the broader industry;
- (e) Provide continued support to the victim's family and community.

2.4 Statement of commitment that the behaviour, activities and other factors which caused or led to the contravention has ceased and will not reoccur

CML confirms that the behaviour, activities and other circumstances which contributed to the contravention have now ceased.

2.5 Acknowledgment of the policy published by WorkSafe for the acceptance of an undertaking

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

has read and understood the Enforcement Undertaking Operational Policy.

2.6 Acknowledgement that this undertaking will be published and publicised in full

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

acknowledges that the undertaking will, if accepted, be published on WorkSafe's website in full and referenced in WorkSafe material.

2.7 Statement of the person's ability to comply with the terms of this undertaking and meet the projected costs of the activities

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

has the financial ability to comply with the terms of this undertaking and have provided evidence by way of

(type of evidence provided)

A letter from the company's accountant can be provided to WorkSafe on request.

with this undertaking to support this declaration.

In the event of impending receivership, liquidation or sale of the entity, (write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

will advise WorkSafe of the relevant circumstances and its capacity to comply with the outstanding terms of this undertaking.

2.8 Statement outlining any relationship between the person and any corporations, officers, employees, contractors, proposed beneficiaries of donations or scholarship or other recipient of financial benefit contained in this undertaking

The staff, contractors of CML and the victim's family are the main proposed beneficiaries of this undertaking.

2.9 Statement regarding Intellectual Property

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

grants WorkSafe a perpetual, non-exclusive, worldwide and royalty-free licence to use, for any purpose, all Intellectual Property Rights in relation to any material developed as a result of this undertaking. This licence includes the right to use, copy, modify and distribute the materials.

2.10 Acknowledgement that the person may be required to provide a statutory declaration

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

acknowledges that it may be necessary for WorkSafe to obtain a statutory declaration outlining details of any prior convictions (safety related) outside of New Zealand and that it will provide such declaration if required by WorkSafe

2.11 Statement of commitment from the person to participate constructively in all compliance monitoring activities for this undertaking

1. It is acknowledged that responsibility for demonstrating compliance with this undertaking rests with the person.
2. Evidence to demonstrate compliance with the terms will be provided to WorkSafe by the due date for each term.
3. The evidence provided to demonstrate compliance with this undertaking will be retained by the person until advised by WorkSafe, that this undertaking has been completely discharged.
4. It is acknowledged that any failure to meet the due date for an enforceable term will result in the matter being escalated and may lead to enforcement action.
5. It is acknowledged that WorkSafe may undertake other compliance monitoring activities to verify the evidence and compliance with an enforceable term, and cooperation will be provided to WorkSafe.
6. It is acknowledged that WorkSafe may initiate additional compliance monitoring activities, such as inspections, as considered necessary at WorkSafe's expense.
7. It is acknowledged that details of all seminars, workshops and training conducted by a non-registered training provider must be notified to WorkSafe, by email, at least one week prior. Notification should include time, date, location and the trainer/facilitator.

(write the name of the person(s) or entity giving the undertaking)

Container Movers Limited

3. Enforceable terms

The person acknowledges all activities set forth in the enforceable terms below must be auditable and include a date for completion and an estimated cost for each activity.

The person commits to performing the activities below diligently, competently and by the respective completion date.

3.1 A commitment by the person to perform activities that will ensure the ongoing effective management of risks to health and safety in the future conduct of its business or undertaking

Detail the management strategies to be employed that will satisfy and demonstrate to officer/s of the person that this commitment is being met:

CML's business of transport and logistics involves an inherent degree of risk. Its fleet of side loader, flat deck, skelly trucks, forklifts and reach stackers are powerful vehicles and the transport of heavy containers is accompanied by a high degree of harm if risks are not managed to the fullest extent possible. CML is unequivocally committed to maintaining the highest level of protection from these risks that it is capable of achieving.

CML has set up a governance group consisting of the directors of CML and an independent advisor (consultant) to ensure the initiatives in this Enforceable Undertaking are delivered. The governance group meetings will be on a monthly basis or more frequent if required.

3.2 A commitment by the person to disseminate information about this undertaking to workers, and other relevant parties

(this may include to work health and safety representatives and in the organisation's annual report, if applicable)

Dissemination will be achieved by doing the following:

CML is committed to disseminating information about this Enforceable Undertaking, and the progress it makes with delivering on the promises within it, to its workers and other relevant parties.

CML will deliver on this commitment by promptly making an internal announcement to all staff that this Enforceable Undertaking application has been accepted by WorkSafe.

Timeframe: Within 60 days from date of acceptance of this undertaking.

Dissemination will occur by: DD / MM / YEAR

3.3 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for workers and/or work and/or the workplace

ACTIVITIES	COST (\$)	TIMEFRAME
Outline the activity and the expected outcomes		
3.3.1 AI Camera Sensor and exclusion zone mapping technology.	\$280,000	36 months
For details please refer to Appendix A.		
Total estimated cost of benefits for workers/others		

3.4 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for the wider industry or sector

ACTIVITIES	COST (\$)	TIMEFRAME
Outline the activity and the expected outcomes		
3.4.1 Health and Safety Roadshows	\$6,000	36 months
3.4.2 Promotional Video	\$3,000	36 months
3.4.3 Safeguard Publication (Magazine & Safeguard insider email)	\$2,000	36 months

For details please refer to Appendix A.

Total estimated cost of benefits for industry

\$ 11,000

3.5 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for community

ACTIVITIES	COST (\$)	TIMEFRAME
3.5.1 Work experience programme with support from Waikato-Tainui Iwi	N/A	36 months
3.5.2 Community Donation	\$10,000	60 days

For further details please refer to Appendix A.

Total estimated cost of benefits for the community \$ 10,000

3.6 Where WorkSafe considers appropriate in the circumstances, undertaking a SafePlus Onsite Assessment

Further information about SafePlus can be found here: worksafe.govt.nz/about-us/who-we-are/our-priorities/safeplus/about-safeplus

- 3.6.1 The suitability of a SafePlus assessment will be determined by the Enforceable Undertakings Panel when your application is considered.
- 3.6.2 In addition to the total cost below (3.7) all costs of a SafePlus Onsite Assessment will be met by the person making this undertaking. The fee charged for an Onsite Assessment is a commercial matter between your business and the SafePlus Accredited Assessors that you commission.

3.7 Minimum spend

(write the name of the person(s) or entity giving the undertaking)

3.7.1 Container Movers Limited

commits to a minimum spend of s(9)(2)(a) OIA 1982 for this undertaking.

(write the name of the person(s) or entity giving the undertaking)

3.7.2 Container Movers Limited

agrees to spend any residual amount arising from an original term not being completed or being less costly than estimated in this undertaking. Agreement on how to spend this residual amount will be sought from WorkSafe

(write the name of the person(s) or entity giving the undertaking)

3.7.3 Container Movers Limited

Acknowledges the minimum spend comprises of the:

TOTAL COST	MINIMUM SPEND
Financial amends paid to victims (if applicable)	s(9)(2)(a) OIA 1982
Benefits to workers/others	\$280,000
Benefits to industry	\$11,000
Benefits to community	\$10,000
Estimated cost of the undertaking Plus GST (if any)	s(9)(2)(a) OIA 1982

4. Execution

Authorised representative of an organisation

Undertaking given by (name of authorised representative)

Craig Foster

In my own right as (eg President, Chairperson, etc)

Director

of (eg organisation name) Container Movers Limited

On the (day) 2nd day of (month) February, 2026 (year).

Signature of the person giving the undertaking:

s(9)(2)(a) OIA 1982

Undertaking given before me:

Witness name: Joshua Paul Davis

Witness address:

s(9)(2)(a) OIA 1982

Witness signature:

s(9)(2)(a) OIA 1982

5. Acceptance

This undertaking is accepted by WorkSafe.

On the (day) 4th day of (month) February, 2026 (year).

Signature of person accepting the undertaking:

s(9)(2)(a) OIA 1982

Name of WorkSafe representative: (General Manager, WorkSafe (or delegate))

Tracey Conlon, Head of Regulatory Services and General Counsel

Undertaking given before me:

Witness name: Gemma Natoli

Witness address:

s(9)(2)(a) OIA 1982

Witness signature:

s(9)(2)(a) OIA 1982

APPENDIX A

ADDITIONAL INFORMATION FOR ENFORCEABLE UNDERTAKING APPLICATION

1.4 Detail any enforcement notices issued that relate to the contravention as detailed in term 1.2				
DATE	NOTICE TYPE	NOTICE NO.	CONTRAVENTION OR PROHIBITED ACTIVITY	ACTION TAKEN IN RESPONSE TO NOTICE
19 January 2024	Improvement Notice	CAS-06346-N1K9M5-001	<p>CML has failed to ensure that the means of entering and exiting their workplace, the workplace, and anything arising from the workplace are not exposing 'persons' to the risk of serious harm from the inadequately controlled movements of vehicles and pedestrians in that workplace.</p> <p>Remedial measures recommended; CML to identify the hazards which could give rise to reasonably foreseeable risks to health and safety of persons, including vehicle and pedestrian interactions; CML to develop and implement appropriate control measures to manage the identified risks; CML to review and revise those controls regularly or when there is a change in the workplace that impacts vehicle and/or pedestrian movement; CML to refer to WorkSafe NZ GPG – "Managing worksite traffic" or better.</p>	<p>Traffic management plan: CML engaged a third-party consultant with expert knowledge of the Transport and Warehousing industry to conduct a review of its traffic management plan. Further, CML engaged with a large number of its senior staff. A review was carried out on the existing controls in place for managing plant and pedestrian interaction, including pedestrian walkways and areas where staff worked in close proximity to plant. One-way traffic was introduced with a single entry and exit point. In addition, all staff are now located in one building to avoid crossing truck pathways when working between the two buildings on site.</p> <p>The notice has been complied with. The notice was lifted on 13 August 2024.</p>
19 January 2024	Improvement Notice	CAS-06346-N1K9M5-005	<p>CML has failed to develop an effective process around the service and maintenance of mobile plants, e.g. forklifts.</p> <p>Remedial measures recommended; CML to engage a competent person/s for a regular service and maintenance of mobile plants at the workplace and to provide evidence to WorkSafe.</p>	<p>Service and maintenance of mobile plants: CML reviewed its processes around mobile plant safety with particular focus on ensuring the thorough and regular maintenance. A third-party qualified technician was engaged to inspect and service the mobile plants in accordance with the manufacturer's recommendations. Daily check sheets are now completed each day.</p> <p>The notice has been complied with and lifted.</p>

19 January 2024	Improvement Notice	CAS-06346-N1K9M5-003	<p>CML has failed to provide so far as is reasonably practicable, a work environment that is without risk to the health and safety of their workers and other persons in relation to working in and around vehicles. WorkSafe inspector observed uneven ground surface, moving vehicles on potholes and excessive surface water.</p> <p>Remedial measures recommended; CML to provide evidence and documentation that the PCBU has engaged with workers and other people as necessary, to identify and understand the risks that arise from the work of the PCBU. CML to then agree and implement effective controls to manage these risks. In particular, CML to implement controls to manage the risks that arise from working in and around vehicles, uneven ground surface, potholes and excessive surface water.</p>	<p>Work environment: CML informed drivers about the remediation works that would be occurring, and further consulted with drivers as to their views on other hazards or gaps in the existing system which had the potential to affect their health at work.</p> <p>The notice has been complied with and lifted.</p>
19 January 2024	Improvement Notice	CAS-06346-N1K9M5-004	<p>CML has failed to establish an effective or agreed means to engage with workers in relation to work health and safety matters when identifying hazards and assessing risks that they are likely to be directly affected by.</p> <p>Remedial measures recommended; CML to establish an effective and agreed means to engage with workers when identifying hazards and assessing risks that are or are likely to directly affect their health and safety at work; also, when making decisions about ways to eliminate or minimise those risks; CML to also refer to WorkSafe GPG "<i>Worker Engagement, Participation & Representation</i>"</p>	<p>Worker engagement. Participation and representation: Worker engagement: In addition to the existing safety toolbox meetings and the informal check-ins with drivers, CML reviewed its processes around driver feedback and engagement. CML further consulted with drivers as to the preferred means of engagement on health and safety, and whether the drivers would find an elected Health and Safety Representative or a committee, to be more beneficial and effective.</p> <p>Following feedback from workers, to drive engagement a suggestions box was set up (refer to section 1.5 below) and increased resourcing and upskilling of an operations role with a focus on health and safety to help strengthen CML's health and safety culture.</p> <p>The notice was complied with and lifted.</p>

19 January 2024	Improvement Notice	CAS-06346-N1K9M5-006	<p>CML has failed to provide a system of work that includes but not limited to effective communication with the workers, develop, review, and revise of SOP, e.g. forklift seatbelts, hazard register, maintenance of road markings, training and competencies, record of meetings, current hazard identification report.</p> <p>Remedial measures recommended; CML to implement a system of work that includes but is not limited to effective communication with workers, develop, review and revise of SOP e.g. forklift seatbelts, hazard register, maintenance of road markings, training and competencies, record of meetings, current hazard identification report; CML to provide evidence (which may include supporting documentation) of action taken to comply with the above, including the steps taken to ensure the system remains effective.</p>	<p>Safe system of work for the workers: In addition to revising its systems of work and SOP regarding exclusion zones, improvements were made to CML's hazard identification and management process. CML now has an up to date hazard register and matrix, incident register, and training register.</p> <p>The notice was complied with and lifted on 13 August 2024.</p>
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1.5 Detail the rectifications to the workplace or work practices made as a result of the contravention (1.2), events (1.3) and the enforcement notices issued (1.4)

- The incident became the turning point for CML and its renewed commitment to safety across all levels of the organisation. In addition to changes implemented following the issue of the improvement notices, immediately following the contravention, CML considered the risks associated with flat deck drivers working in proximity with side loader operators.
- CML concluded that in practice, drivers were not observing the exclusion zones as stated in the SOP and operator manual. Accordingly, the below rectifications to the workplace and work practices were implemented.

Prompt changes to exclusion zones

- Following the contravention, CML promptly reiterated and emphasised the importance of side loader safety and observing the exclusion zones at the Safety Toolbox meetings, held on 13 October 2023, 22 November 2023, and 13 February 2024.
- To mitigate the immediate risk further non-compliance, from 12 October 2023 a post-incident directive was issued to flat deck and skelly truck drivers reminding and reinforcing that drivers were not permitted to assist operators with unloading side loaders.
- While the existing SOP and the Side Loader Operator Manual that was in place prior to the contravention did include the requirement that drivers were not to proceed with the lift if they could not ensure the safety of all people in the vicinity, CML promptly enhanced this control by circulating a written direction.
- The new SOP document also reiterated and clarified that flat deck and skelly drivers were required to remain in the 'green zone' at all times and that only the side loader operator was permitted to be within 5 metres of each side of the vehicle.
- All side loader operators, flat deck and skelly drivers were trained and inducted into this new system, and signed copies of the relevant SOP document. Copies of the documentation were provided to WorkSafe.
- The updated SOP aligns with the Safety Loader Guidelines.

Revised SOP document requiring maintained line of sight (May 2024)

- CML conducted a further review to determine the effectiveness of the existing SOP (in consultation with workers) in minimising the risk of crushing injuries, and later incorporated a further element to clarify that flat deck and skelly drivers were to remain in physical view of each other at all times. Swing lift drivers were consulted on the SOP – and their changes raised were adopted.

Further training and compliance monitoring of exclusion zones

- Following the contravention, all drivers at CML (side loader operators, flat deck and skelly drivers) have been trained on compliance with the refreshed SOP. The purpose of this was to ensure that truck drivers remain aware of the risks of injury and death when working with heavy machinery, and to ensure ongoing compliance with the exclusion zone procedures.
- All new staff are inducted on the updated SOP containing a picture of the danger zone – which is included in their logbooks from their first day on the job.
- CML further trains its drivers on maintaining a minimum of 5-metres' distance from both sides of the vehicle when containers are being moved, with only the side loader being permitted within this zone when containers are being moved. A physical diagram of this exclusion zone is reproduced as a sticker on each side of the side loader trucks.
- All staff are provided at ongoing refreshers as part of monthly Toolboxes for each of the different groups (flat deck drivers, swing lift drivers and freight drivers).
- CML now maintains a training register and keeps employee records up to date.
- All Side Loader drivers are trained and accredited by an industry provider through a driver training programme (an NZQA approved training course) or are currently working towards attaining the accreditation.
- CML now have the equivalent of one health and safety role divided over two roles with two distinct functions: one focused on direct engagement with workers, and the other dedicated to maintaining records and compliance. This structure better reflects the delivery of targeted support and ensures both proactive communication and robust documentation.

Further improvements – beyond improvements relating to the incident – transformation change

- CML continued to review its health and safety system following the incident. The incident was an impetus for change and subsequently, there has been an elevated awareness of health and safety across the organisation—extending beyond the immediate circumstances of the incident.
- This shift reflects the increased understanding that health and safety is not a linear cause-and-effect equation, but rather a complex interplay of systems, behaviours, and environmental factors.
- CML acknowledges that health and safety performance is not achieved through isolated fixes, but through continuous, integrated efforts driven by a collective health and safety focused mindset that reinforces and sustains the entire workplace system of work, and focuses on continuing improvement.

AI Camera Sensor Technology

- Post incident, on its own initiative, CML has commenced – in conjunction with and in partnership with Patchell Industries Ltd (Patchell Industries) – the development of AI technology to be fitted on swing lifts – to automatically shut down operations when movements in the exclusion zone are sensed.
- Patchell Industries is one of the leading New Zealand manufacturer of heavy transport products. Patchell Industries manufactures the side loader lifters (swing flits) part of CML's fleet and provides repair services on the trailers as necessary from time to time.
- This initiative is further described in detail in section 3.4.

Monthly toolbox meetings

- In response, CML launched a series of monthly toolbox meetings. Each month CML carries out a session on a specific health and safety issue across the different fleet team including flat-deck, side loader and freight. These sessions have become a cornerstone of CML's safety culture, encouraging open dialogue and practical learning.

Anonymous suggestions box

- To remove barriers to speaking up, CML introduced an anonymous suggestions box. This simple tool has had a positive impact to date:
 - Workers can now submit ideas, concerns, and observations without fear of reprisal.
 - Several actionable suggestions have already been implemented.

AutoSense

CML has integrated AI technology AutoSense into its fleet:

- Autosense is an AI-powered system that monitors drivers' facial movements—such as eyelid closures, head position, and gaze direction—to identify signs of drowsiness or inattention. When a micro-sleep or distraction event is detected, the system issues real-time alerts, including seat vibrations and verbal warnings, to wake or refocus the driver.
- The benefits have included:
 - Real-time monitoring of driver behaviour (e.g., eye movement, head position) triggers alerts when signs of fatigue are detected.
 - AI systems flag when drivers are not focused on the road, allowing for interventions to take place that would previously have gone undetected.
- These tools act as a digital co-pilot, enhancing human judgment and preventing accidents before they happen.
- The tool has resulted in three workers undertaking testing and are now on sleep apnoea machines.
- To date 18/58 trucks have been fitted with this technology.

External reach stacker/top-lifter training

- CML has provided external reach stacker/top lifter training through E-Training to build safety awareness regarding loading and unloading activities involving reach stackers. To date 6 drivers have been trained.
- CML is also helping develop the reach stacker/top-lifter training as a NZQA accredited course via the Container Safety Council Intermodal Group.

EAP

- CML has increased promotion of EAP services and encourages and promotes its use.

Conclusion

The above improvements have enhanced vigilance, a more focused health and safety mindset, and culture of continuous improvement within the organisation.

1.10 Detail any consultation with unions/sector/industry as to their views on whether an enforceable undertaking would be an acceptable alternative to prosecution

CML (and LHT) occupy a market leading position within the commercial transport and logistics industry in the North Island and is actively involved with Transporting New Zealand Port Sector Group (**TNZ**), the Container Safety Council and the New Zealand Intermodal Transport Safety Group (**NZITSG**). The Container Safety Council is a logistics industry body, set up by directors of CML 20 years ago who are both on the committee – focused on raising awareness and talking about safety issues in the industry.

Background

CML attends regular meetings with both industry groups, including bimonthly meetings with TNZ where learnings from this case have already been discussed, including the proposed initiatives with positive feedback and support received from members.

NZITSG group was set up to address safety concerns in the road transport and freight industry, and establish a forum between the government and other stakeholders.

CML has previously worked closely with NZITSG and in collaboration other industry leaders to produce the Good Practice Guidelines for the Safe Operation and Maintenance of Truck and Trailer Mounted Container Cranes (side loaders). These guidelines offer practical advice to industry participants on the safe operation of side loaders, including risk identification and management, training requirements and worker engagement, and have been endorsed by WorkSafe.

CML is currently working with the TNZ Port Sector and Container Safety Council Group to draft Reach Stacker Safety Good Practice Guidelines, to be endorsed by WorkSafe (as done for the Side Loader Good Practice Guidelines).

Industry support

CML has consulted the prospect of an Enforceable Undertaking with TNZ, NZITSG, and the Container Safety Council and all groups are confirmed that they will support CML in its application.

CML has also discussed the concept of an Enforceable Undertaking with Patchell Industries.

Patchell Industries has confirmed its willingness to support CML in its application for an Enforceable Undertaking and will be working with Patchell Industries to design, test and rollout the AI camera sensors as outlined below.

1.11 Detail the support provided or proposed by the person to the victim(s), other(s)

CML has apologised to the victim’s family for the contravention, and for the impact that it has had on the family, and provided the victim’s family with financial support immediately following the contravention.

CML has also facilitated significant time off from work for the Side Loader Operator, in recognition of the impact the contravention has had. The financial value of the assistance provided by CML to date, is as follows:

Description of support	Amounts
Koha support to victim’s wife and children (this was ceased following a request by the victim’s family)	s(9)(2)(a) OIA 1982
Support for funeral costs to the victim’s family	
s(9)(2)(a) OIA 1982	
Sub-total	

In addition to the support and assistance provided to date, CML offers to also pay the following:

Description of proposed support	Amounts
Additional payment to support the victim’s family (emotional harm amends)	\$103,010
Accident Compensation Corporation entitlements shortfall (consequential loss) payment to the victim’s family	\$105,981
Sub-total	\$208,991
<u>TOTAL</u> (support provided and proposed):	s(9)(2)(a) OIA 1982

CML proposes the following apportionment of the amount of \$103,010 between the victim's family members:

- s(9)(2)(a) OIA 1982 [REDACTED]

CML agrees to attend a Restorative Justice process, if requested by the family, to be facilitated by an independent professional facilitator through a mutually agreed Restorative Justice provider.

3. Enforceable Terms

3.3 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for workers and/or work and/or the workplace

ACTIVITIES	COST	TIMEFRAME
Develop and rollout AI Camera Sensor Technology to CML side loader fleet (refer to details below).	\$280,000 (estimate)	36 months

3.3.1 AI Camera Sensor and exclusion zone mapping technology

Context

CML occupies a leading role in the container moving industry. It is dedicated and proud in providing its industry leading and high-quality transport and freight services to small and large businesses across the North Island. Accordingly, it has a powerful platform to drive meaningful change, leveraging the development of new technology not just to enhance safety within its own health and safety system of work, but to enhance health and safety and set a benchmark for innovation across the wider industry sector.

The nature of freight transportation is highly involved and often involves varied challenges including delivery and loading on sites where no hard exclusion zones or painted traffic routes exist. Accordingly, exclusion zones around the side loaders must therefore be mobile. CML's main concern is that the risk of truck drivers coming into exclusion is difficult to manage recognising that behavioural controls have limited effectiveness.

This technology is designed to minimise risks with hard controls (engineering control) rather than solely relying on soft controls —such as training, supervision, and procedural instructions. By addressing risks more directly and systematically, this approach represents a more robust and proactive step towards creating safer work activities involving side loaders.

Accordingly, CML proposes to develop an AI camera sensor and exclusion zone mapping technology with Patchell Industries – with whom they have a pre-existing existing commercial relationship. CML will be testing the technology to help develop and refine it, and will be the conduit for raising awareness within the industry.

The proposed initiative is already underway, reflecting CML's commitment to driving innovation and enhancing safety without waiting for regulatory approval – demonstrating leadership and a proactive stance in advancing better health and safety outcomes.

The benefits of the trials are already becoming evident, with encouraging feedback from workers involved, highlighting the value and impact of the initiative. CML is committed to enhancing the initiative and continuing ongoing development in partnership with Patchell Industries.

Introduction

Relying solely on workers to remain within designated safe areas – outside of exclusion zones –has proven to be an inconsistent and often ineffective method of risk control. Human behaviour, especially in dynamic work environments, is influenced by a range of factors that training, procedures, and monitoring alone cannot fully address. To create lasting change, CML recognises that innovative solutions can actively support safer work practices.

Integrating AI technology can help build a workplace where safety is reinforced through intelligent, proactive measures.

Purpose

The intent of this initiative is to assist CML to research, develop, refine, and implement AI camera technology, in order to achieve enhanced health and safety outcomes – by more effectively minimising pedestrian and mobile plant interactions.

The AI technology currently being developed, is an AI camera system which is mounted on the base of the side loader chassis and on lift modules. The system has components which detect any movement or objects in the vicinity above 24 degrees Celsius.

The system will detect when any human shape enters the exclusion zone, which will trigger a warning consisting of an alarm and lights followed by an automatic shutdown of the machine. Each time the sensor triggers machine-shutdown, a report is generated automatically after two alerts to a nominated email address.

The only technological control currently available on the market that is comparable to this system, functions through a manual emergency stop button. The technology proposed in this initiative contains the obvious advantage that the machines automatically shut down without requiring worker observation or intervention.

CML is aware of another side loader lift supplier developing similar technology for their lifter product. However, the Patchell Industries AI camera sensor technology is unique – it can be retrofitted to existing Patchell Industries side loader lifters (swing lifts).

Delivery

CML has a longstanding commercial relationship with Patchell Industries. Patchell Industries is a leading manufacturer of specialist trailer and transport products in New Zealand, including the manufacture of side loader lifters – and has a third of the market share in New Zealand. CML's entire side loader fleet consists of Patchell Industries side loader lifters.

The existing partnership between the parties, puts CML in an optimal position to work closely with Patchell Industries, and continue assisting in the development of this technology to improve health and safety outcomes for all people working in proximity with side loaders.

Steps taken to date to develop this technology during beta testing include:

- A designated side loader and trial driver operator who provides continuous feedback to assist with development.
- Resolving technical issues as part of ongoing system refinement including issues with glare, rain, sensitivity, and different lighting conditions.

The next immediate step includes fitting out a second side loader and driver from CML to start trials in early August 2025.

CML aims to rollout the technology to its side loader fleet of 14 trucks, and 14 drivers.

Once the initiative is implemented CML will work with Patchell Industries to determine whether the technology can be implemented in different types of trucks/machines more broadly.

Scope

CML plans to continue collaborating with Patchell Industries to finalise development and implementation of the AI camera system, to accurately detect the presence of a person inside the exclusion zones of side loader machines.

CML and Patchell Industries have established a working group committee that meets monthly to monitor the testing phase, resolve issues, and plan future deliverables and milestones.

The aim is to have the first AI technology market ready within 6 months of the Enforceable Undertaking being accepted with placement on 2 of CML's trucks. CML plans to ensure any new side loader purchases have this technology, and intends to retrofit the existing fleet within 36 months of the Enforceable Undertaking being accepted.

Outcome

The key outcome will be a reliable technology to keep side loader operators using Patchell Industries swing lifts outside of exclusion zones. The industry will receive a better product with CML and Patchell Industries working together for a period of three years and beyond. It is anticipated there will be multiple variations and various improvements made to enhance the reliability and applicability of the technology.

The development and refinement of this technology will enable CML and other industry participants to build on their efforts to research and progress this product, and other similar products that minimise the risks of death and serious injury associated with people working in close proximity to other mobile plant and heavy machinery.

3.4 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for the wider industry or sector

3.4.1 Health and Safety Roadshows

Background

Monitoring and compliance with health and safety behaviours on ground is a key concern for participants in the side loader industry. As such, any novel technology which raises the bar for more effectively managing risks of serious injury or death, as a matter of the wider interest, ought where possible, be shared by way of practical learnings and demonstrations.

Purpose & Scope

CML will present demonstration roadshows across the country regarding its case study, including:

- Lessons learned from the incident
- Improvements made
- A description of this Enforceable Undertaking
- Benefits of the technology to raise awareness, including practical demonstrations of the technology to other industry participants to educate and inform.

Delivery

In conjunction with Patchell Industries, CML will carry out:

Large scale roadshows

- Two presentations a year at the TNZ Biannual Seminar Conference to run the case study and demonstrations. This will be a total of six presentations during the 36-month term across Auckland, Wellington, Christchurch, Hamilton, Napier and Tauranga. The TNZ Biannual Seminar Conference is an event for the trucking industry and includes exhibits of new vehicles, equipment and technology, to connect the industry, showcase and inspire innovation attracting truck drivers and technology experts from across New Zealand and Australia.
- Three presentations to the Port Health and Safety Leadership Group including a case study presentation and demonstration in year one. This will be followed by presentations in years 2 and 3 that build on the initial session, providing further demonstrations and updates on developments.

Smaller-scale roadshows

- Over a three-year period, provide three smaller scale presentations and roadshows to the Container Intermodal Sector Group – who routinely collaborate and engage with CML and other businesses within the industry sector.

Outcome:

CML believes that this will support wider industry awareness, assist with industry improvements and drive further innovation within the industry.

Support from TNZ and other industry stakeholders, including engagement with the Port Health and Safety Leadership Group will further enhance industry reach and industry wide benefits, to ensure an incident such as this, does not occur again in Aotearoa.

COST

\$6,000

TIMEFRAME

36 months

<p><u>3.4.2 Promotional Video</u></p> <p>Background</p> <p>To promote the AI technology, and raise awareness of the benefits of hard controls over soft controls, to the industry sector and more broadly – CML will in partnership with Patchell Industries create and promote a video.</p> <p>Purpose and Scope</p> <p>A video will be produced to emphasise:</p> <ul style="list-style-type: none"> • How the AI camera sensor technology works and its benefits • Safety aspects still required by swing lift operators to ensure their safety and that of others when performing swing lift activities <p>Delivery</p> <p>The video will be created and produced by CML in conjunction with Patchell Industries.</p> <p>Outcome</p> <p>The video will be made available on CML’s website, Patchell Industries website and YouTube to disseminate the benefits and further inspire technology developments to safeguard people.</p> <p>It is intended that the video will be used by CML as part of its worker inductions, and will be made available to others implementing this technology to train their existing workforce, and induct future workers.</p>	\$3,000	36 months
<p><u>3.4.3 Safeguard Publication</u></p> <p>Publishing in Safeguard magazine offers a valuable opportunity to reach a targeted and engaged audience within the broader health and safety sector. As New Zealand’s leading publication for workplace safety professionals, Safeguard provides a credible platform to share insights, innovations, and best practices. Contributing to the magazine will not only enhance visibility but also foster industry-wide dialogue and learning.</p> <p>Magazine</p> <p>CML will produce a one-page article dealing with the incident and the lessons learned, for publication in the broader health and safety industry magazine Safeguard.</p> <p>Monthly Safeguard insider email</p> <p>CML will produce a shorter article to be included in the monthly free ‘Safeguard insider email’ updates regarding lessons learned, and benefits of the AI technology sensor to encourage further innovation in Aotearoa to improve health and safety statistics.</p> <p>As part of this publication, the promotional video (outlined above) will be included to provide readers with further information in a more engaging and accessible format.</p>	\$2,000 \$0	36 months 36 months
<p>3.5 Activities to be undertaken to promote the objectives of the health and safety legislation that will deliver benefits for the community</p>		
<p><u>3.5.1 Work experience programme with support from Waikato-Tainui iwi (refer to details below)</u></p> <p>Background</p> <p>CML occupies a positive and influential role in its community by way of sponsoring numerous sports clubs, events, and providing donations to two schools. CML is also connected to Waikato-Tainui Iwi.</p>	<p>COST</p> <p>As this is a time and internal cost investment, it is difficult to quantify</p>	<p>TIMEFRAME</p> <p>36 months</p>

Examples of CML's connection to the community – through sponsorship/donation involvements include:

Schools

- St Pauls Collegiate School
- Fraser High School

Sports/Clubs/Events

- Bay of Plenty Rugby
- Fraser Tech Rugby Club
- Ringside Boxing Club
- Taupiri Rugby Club
- Sansar Gulia - Staff over 40s Cricket world cup
- Rob Whitiara - Staff world Over 40s touch
- Dinsdale Pig Hunters Clubs - Event
- Ashton Racing - Speedway
- Waikato Touch Association - Tournament
- Whangamata Hunting and Fishing Comp
- Waikato Bay of Plenty Magic Netball
- Huntly Golden Oldies Stock Car Club

CML's strong presence in the community and genuine dedication to helping people has created valuable opportunities for numerous individuals—including migrants and young school leavers—to gain practical work experience through its internship programme.

The internship programme is designed to provide participants with hands on training and experience to the transport industry, under the guidance of experienced team members.

Through the programme, participants obtain class licenses, equipping them with essential skills for employment.

CML has helped many individuals establish careers in the transport trade, and in some cases, this support has contributed to their successful attainment of New Zealand citizenship.

Tainui iwi connection

One of the programme's recent participants came organically through CML's engagement with the Tainui iwi. With CML's support and guidance, the participant successfully progressed to obtaining a class 1F licence – allowing the individual to operate a forklift – a further example highlighting the transformative impact of CML's grass roots approach to supporting people and this industry sector.

Purpose and Scope

In light of this, following recent discussions and engagements with Tainui, CML intends to establish a work experience pathway through, and with the support of Tainui to help assist young adults to obtain work experience in the transport trade to increase future employability.

Tainui and CML will work collaboratively to seek out and support youths to attend CML's work experience programme with the aim to progress two participants to class 2 (medium sized trucks) licence within 2 years.

Delivery

CML will bring on 5-10 youths to its programme aged between 16 years and 22 years' of age to work one day a week.

Age: 16-22 year olds

Frequency: 1 day a week

<p>Activity: CML will invest time and money to provide the participants with inductions, training on the job, general work experience, and mentoring on what good health and safety practices look like. CML will organise for them to attend relevant training courses and tests to obtain the relevant licences, with Tainui assisting with payment of courses and tests as required.</p> <p>Outcome</p> <p>At least two participants will progress to class 2 licences within 2 years, opening up employment opportunities in the transport sector that would otherwise not be accessible to them.</p>		
<p><u>3.5.2 Community Donation</u></p> <p>Donation: CML commits to making a \$10,000 donation to a Charitable Trust of the victim's wife choosing.</p> <p>CML's intention is to support a cause that holds personal significance or importance to the victim's wife and children.</p>	\$10,000	60 days