Revision Number	Prepared (P), Reviewed (R), Amended (A)	Authorised By	Approval Date	Effective Date	Next Review Date
1.0	Kirk Moon	Steve Smith	28/08/2022	28/08/2022	28/08/2024
2.0	Kirk Moon	Steve Smith	9/04/2024	09/04/2024	09/04/2026
3.0	Paige McClean (R)	Steve Smith	01 April 2026	01 April 2026	01 April 2028
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1.0 Purpose

This policy aims to provide all Titan Rail employees with a clear framework for how Titan Rail manages a Fair & Just Culture.

Titan Rail is committed to proactively managing all enterprise risks that can cause harm to our staff, contractors, visitors, and customers. We are committed to ensuring that we protect our operational and occupational safety, security, environment, customer service and organisational reputation and brand to the highest reasonable standard.

2.0 Scope

This Fair and Just Culture Policy Statement applies to all workers associated with Titan Contracting Group.

3.0 Review Process

The current Company Fair and Just Culture Policy are shown on page 2.

This Policy will be reviewed every two years by the Titan Contracting Group Directors and approved, signed, and dated by both Co-Directors.

Once approved, this Policy will be communicated to all workers and relevant interested parties of Titan Contracting Group.

At Titan Contracting Group we believe:
We recognise that the organisation is accountable for the design, management and continuous improvement of the systems that manage risk and that our staff are accountable for the quality of their choices and the management of risk when working within these systems.

Titan Rail commits to:

- Recognising, rewarding, and promoting commendable behaviour
- Designing safe, reliable systems to manage our risks
- Ensuring our staff are appropriately trained, educated, and aware of our risks and how we must manage them to ensure success
- Proactively seeking new or improved ways to manage our risks, through collaboration with our staff and H&S Representatives.
- Creating an environment in which we have honest and open discussions about safety, recognising both organisational and individual accountabilities so that staff can speak about safety and operational issues without fear of negative consequences
- Actively listening to and supporting staff who raise concerns regarding our systems, processes, equipment, training, or management of risk, with Zero Harm as our collective goal
- Investigating risks and occurrences in a transparent, fair, and consistent manner to ensure we identify system contributions and human behaviours using the Just and Fair Culture System and Behaviours Response Guide
- Implementing appropriate strategies to mitigate known or reported risks in the constant pursuit of the prevention of harm
- Ensuring the Health and Safety Team are advised of incident investigations and involved in reviewing the investigation reports and any proposed safety actions
- Identifying and removing incentives for risk-taking behaviour and, consistently, and regularly communicating our priorities in the management of risk
- Supporting our staff who have made human errors, and coaching those who have drifted into risk-taking behaviour
- Responding promptly with discipline to behaviours that seek to purposefully or knowingly harm, or recklessly increase the risk to Titan Rail contractors, our staff, or customers
- Managing the risks appropriately where individuals have made repetitive errors or at-risk choices, with consideration of both the individual and organisational requirements.
- Titan Rail staff are accountable for:
- Managing their individual behaviour, fitness for duty and conduct to ensure risks are appropriately managed and quality choices are made in the delivery of service and the prevention of harm
- Supporting others to manage risk through peer coaching and constant risk awareness
- Reporting all instances where safety or performance levels have been compromised or risks are identified

Formal Discipline

This policy aims to provide all Titan Rail employees with a clear framework for how Titan Rail manages a Fair & Just Culture.

Titan Rail is committed to the proactive management of all enterprise risks that can cause harm to our staff, contractors, our visitors, and our customers. We are committed to ensuring that we protect our operational and occupational safety, security, environment, customer service and organisational reputation and brand to the highest reasonable standard.

Natural Justice.

Titan Rail commits to the principles of Natural Justice including:

a. Right of Representation - All staff have the right to representation and/or support, such as a representative or whanau support, throughout any investigation and disciplinary processes.

b. Right of Disclosure – Staff have the right to know the nature of the allegation, the evidence that is related to the allegation and unless there are valid reasons why the identity of the complainant should be withheld, the complainant who has made the allegation; valid reasons for withholding the identity of the complainant include protecting complainants from bullying or harassment, and facilitating the disclosure and investigation of matters of serious wrongdoing by protecting staff who make disclosures of such wrongdoing under the Protected Disclosures Act 2000;

c. Right of Reply – Staff have the right to be heard by decision-makers on the substance of any allegation and any potential sanctions.

Related Documents and Key Legislation

- Personal Protective Clothing Policy
- Drug and Alcohol Policy
- Company Motor Vehicle Policy
- Privacy Policy
- Employment Relations Act 2000
- Railways Act 2000
- Health and Safety at Work Act 2015

Appendix 01 Fair & Just Culture Pull-Out Guide

Stephen Smith

Co-Director – Titan Contracting Group Ltd
April 2026

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Effective Date: 01 April 2026

Michael Smith

Co-Director – Titan Contracting Group
April 2026

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Next Review Date: 01 April 2028