Site Safe Annual Report

# 2024-2025



# Proud to be safe

# He taonga te haumaru

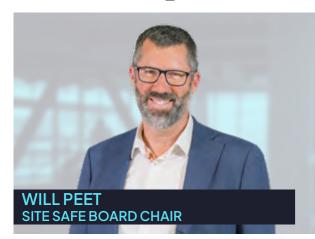
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# **Chair report**



In my first year as Chair, it has been inspiring to see the achievements demonstrated by Site Safe and its community, particularly amid a challenging economic climate and the significant pressures facing the industry.

As a Board, we decided to continue to provide industry with a wide range of courses, and other support, during the downturn, to ensure members and workers are supported in tough economic times. Like most in the industry, we saw reduced activity and continued to balance the need for service for customers with strong fiscal discipline. Given this context, we believe Site Safe's state of service performance shows solid progress.

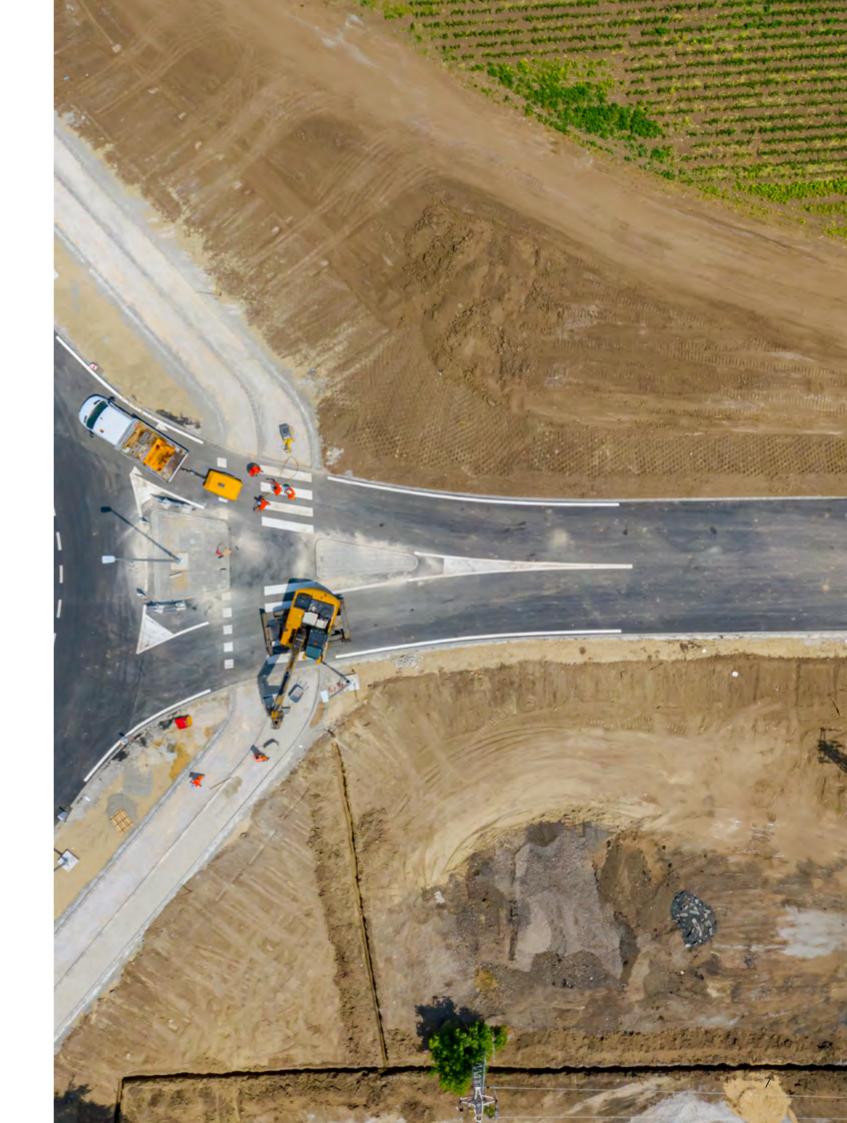
In our role as the industry's health and safety body, we remain focused on making it easier for our industry to get their people home safe at the end of each day. We also want to ensure we're adapting as the needs of the industry evolve. In an increasingly digital landscape, health and safety must also embrace technological advancements. Recognising the need to support the industry's evolving digital demands, the

Board made a strategic decision in 2024 to invest efforts into the development of SiteSmart – a solution we truly see as the most fit-for-purpose online health and safety management tool for building and construction. Especially for small businesses, we're confident that SiteSmart is the best offer on the market for managing risk and creating a collaborative safety culture on site.

In line with our digital transformation efforts, 2024 also saw the replatforming and modernising of the Site Safe website. Every month over 70,000 people visit our website to access resources, seek advice, book courses, request product demonstrations, and more. The website plays a pivotal role in our service delivery, and we are encouraged to see the how the new site has enhanced our user experience while also positioning us for further innovation and integration of our online offerings.

Finally, it should be acknowledged that 2024 marked a year of change for the Site Safe Board. In August, we had a significant leadership transition as Peter Jackson stepped down as Chair—we appreciate his huge contribution and wish him well. Additionally, with three new directors—Karyn Beattie, Phillip Thorpe, and Nigel Smith - the Board continues to be representative of our industry with each director bringing specialised skills and governance experience.

The Board takes great pride in the dedication and achievements of the Site Safe team. Looking ahead, we remain confident in the organisation's ability to provide industry leadership, advocacy, and high-quality products and services that cater to the evolving needs of our members and wider sector.



# **Chief Executive update**



Last year Site Safe celebrated 25 years dedicated to improving the health, safety and wellbeing of the construction industry. Over these 25 years, the industry has navigated economic downturns, natural disasters and global pandemics, all while demonstrating admirable resilience. Last year was challenging for many and we are proud to have stood alongside our members who, even when times are tough, continue to uphold safety as a priority.

As always, but especially in the last 12 months, we've taken our role as representatives of the industry incredibly seriously and doubled down on our advocacy efforts to ensure the voices of our members are heard. Notably, our joint submission with Master Builders to the Ministry of Business, Innovation, and Employment on proposed changes to health and safety legislation was a pivotal step in influencing the health and safety landscape in New Zealand. We also spoke up for members on proposed

changes to Short Course training and collaborated with WorkSafe to review and update their guidance for industry, reinforcing our commitment to improving standards across the sector.

"As always... we've taken our role as representatives of the industry incredibly seriously and doubled down on our advocacy efforts to ensure the voices of our members are heard."

Technological advancements marked this year, including upgrading internal systems to strengthen our call centre response and launching a new website to enhance the customer experience. For several years, our members have also requested a digital health and safety management tool. In September, we launched SiteSmart, an intuitive online system to manage health and safety on site. In April 2025, we also linked SiteSmart to our prequal product, SiteWise, which will save time and cost to customers undergoing prequal assessment.

SiteWise also celebrated its own anniversary, marking a decade of commitment to health and safety excellence. We're proud that, over those 10 years, SiteWise has grown to now serve over 10,000 customers across New Zealand, delivering prequalification that is cost effective, fitfor-purpose and valued by the industry.

Site Safe continues to support initiatives that emphasise mental health and wellbeing in the construction industry. In 2023, acknowledging the challenges

the industry faces in mental health, we partnered with the digital health and wellbeing enterprise, Ignite. Over the past 12 months, it has been encouraging to observe a steady increase in engagement with their platform and services, particularly an upsurge in the use of the free counselling sessions offered to our members as part of our benefits programme.

This effort complements our ongoing partnership with MATES and the commendable work they have been doing over the last five years. Looking ahead, we will also be extending our support to the Live Well, Build Well programme. Given that suicide rates in the construction industry are 25 percent higher than other sectors (MATES report 2024), it is imperative that mental health and wellbeing remain a top priority.

"SiteWise has grown to now serve over 10,000 customers across New Zealand, delivering pre-qualification that is cost effective, fit for purpose and valued by the industry."

Our ongoing work with Skills VR and the Ministry of Social Development continues to see high uptake, with over 1,500 jobseekers completing the foundation-level course at MSD Jobs and Skills Hubs over the past year. This enables them to gain a vital credential for employment in the construction industry in a format that is immersive and engaging as well as ensuring they have the knowledge to return home safely at the end of each working day.

I am very proud of the efforts of the Site Safe team over the past year, and I would encourage you to read the full report. With 25 years of experience and perspective behind us, we have witnessed both incredible challenges and phenomenal progress in the industry. Looking ahead, we are confident that positive change is on the horizon and the coming year holds great promise for our sector.

Thank you for your backing this year and into the next.

Ngā mihi,

**Brett Murray** 

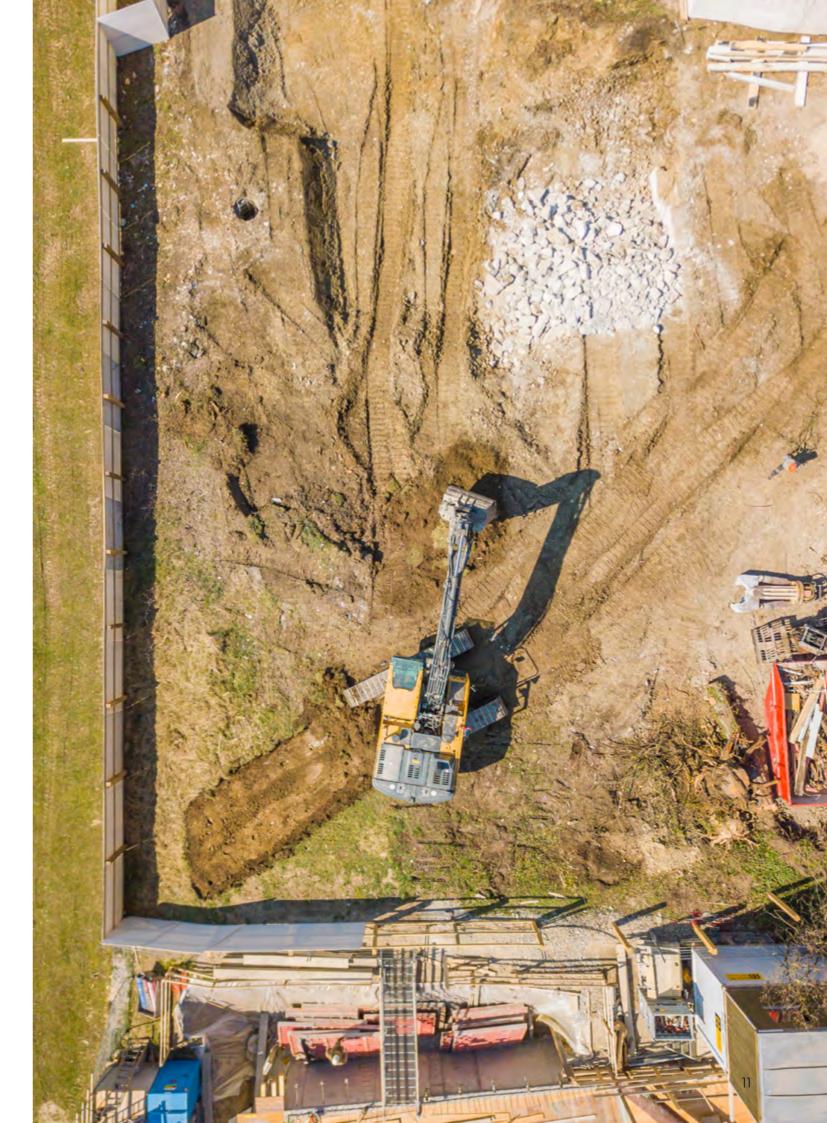
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# Our strategic direction

"Proud to be safe" reflects our commitment to safety as a core value. As the industry body, our strategy reinforces the importance of health and safety, ensuring we are driven by the ethos that safety it is not just a requirement but something to be achieved, upheld and celebrated.

As a nationwide, not-for-profit membership organisation, the pillars that underpin our strategy reflect our focus on working with industry across the country. From developing our future health and safety professionals to providing best practice systems to small businesses and engaging with industry leaders, we strive to ensure that everyone working in construction plays a part in getting our workers home safe at the end of each day.

Our Vision	HETAONGA TE HAUMARU PROUD TO BE SAFE			
Our Mission	Building safer and healthier workplaces together			
Our Priorities	Take the lead Enable businesses Empower individua			
Our Goals	Strengthen business excellence	Grow effective relationships	Provide the right products & services	
Our Core Activities	Educate and assess	Provide H&S assurance	Share tools and resources  Lead, engage, influence	



# Our leadership

### **Site Safe Board of Directors**



Chairperson Independent Director, Consultant



**Grant Thomas** Deputy Chairperson Development Manager, Dominion Constructors Ltd



**Dean Tallentire General Director** General Manager Construction, Summerset



Pete Lockhart General Director Director, Construct.it Canterbury Ltd



Karyn Beattie **General Director** Divisional (NZ) HSEQ Manager, Icon



Phillip Thorpe General Director **Business Development** Manager, Horizon Energy Group



**Nigel Smith General Director** Director and Chair.



**Maurice Davis Employee Director** Secretary, Northern Amalgamated Workers Union Inc

### **Site Safe Executive Leadership Team**



**Brett Murray Chief Executive** 



**Andrew Confait** Group Manager **Customer Strategy** & Support



**Richard Patete** Group Manager **Organisation Support** 



James Mead Group Manager Education, Development & Delivery

# Our products and services

Assuring industry safety requires an ecosystem of complementary products and services. We bring together a suite of solutions that have been designed alongside industry to strengthen health and safety across the sector.

#### **Training and Education**

Our courses are designed with industry, for industry, ensuring they are fit-for-purpose and impactful. Through expert knowledge and direct collaboration with industry leaders, we've developed a diverse range of training programmes to upskill workers at every level. As a Category 1 PTE, we provide learners the opportunity to earn an NZQA qualification through the Health and Safety in Construction Programme.

#### Membership

More than 6,000 New Zealand businesses are proud Site Safe members, gaining access to expert advocacy that amplifies their voice. Membership also unlocks industry-leading training, specialist advice and comprehensive resources and guidance, equipping businesses with the tools to build a safer, stronger workforce.

### Consulting

SiteRiaht

Our nationwide team of Safety Advisors provide advice and support on workplace safety. From the design and implementation of effective health and safety management systems right through to on-demand safety expertise when our customers need it.



#### SiteSmart

SiteSmart is an intuitive online health and safety management tool to help businesses monitor their day-to-day health and safety, manage contractors and enhance safety culture. Tailored specifically for smaller contractors and sub-contractors to ease compliance effort and manage risks on site, ensuring businesses can operate safely and efficiently.

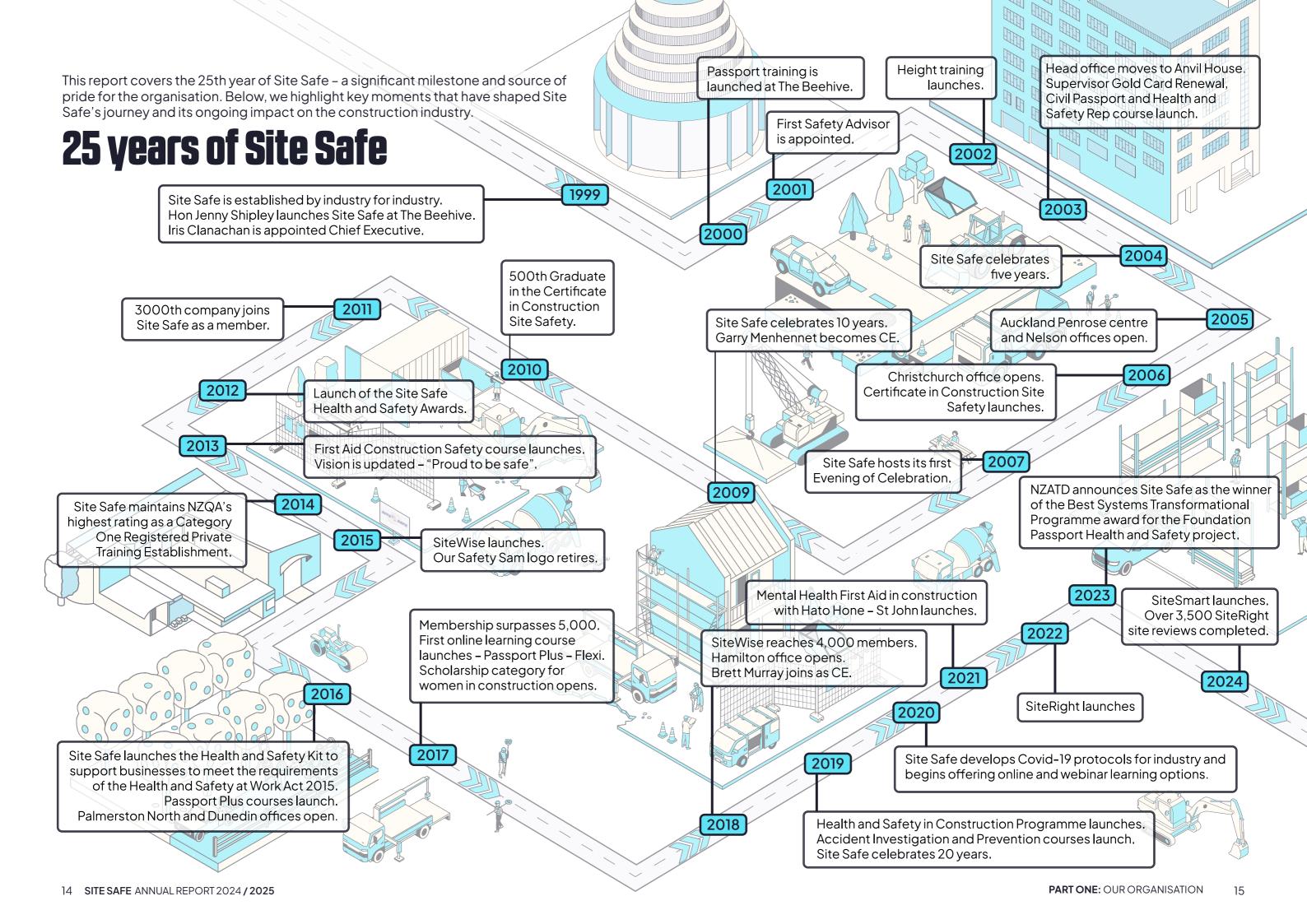


SiteRight is a comprehensive site review solution designed to audit businesses and confirm that health and safety practices are not only in place, but functioning effectively. With hundreds of reviews conducted annually, SiteRight delivers powerful industry-wide data and benchmarking, helping to pinpoint systemic risks and drive safer work environments across the sector.

#### SiteWise

The industry standard in pre-qualification, SiteWise is a fit-for-purpose and cost-effective solution for assessing contractor health and safety capability. Trusted across a diverse array of industries, SiteWise provides assurance of health and safety standards through the supply chain.

12 SITE SAFE ANNUAL REPORT 2024 / 2025 **PART ONE: OUR ORGANISATION** 





### Take the lead

This year we continued to ensure that our work furthers the hard work of the construction industry to lead in health, safety, and wellbeing.

As two of New Zealand's largest membership bodies for the building and construction industry, in November, Site Safe New Zealand and the Registered Master Builders Association New Zealand (Master Builders) collaborated on a joint submission on behalf of their members for the Ministry of Business Innovation and Employment's consultation on New Zealand's work health and safety regulatory system.

The submission emphasised the importance of collaboration between industry representatives and regulators to create fit-for-purpose solutions and improve health and safety outcomes in the construction sector. Site Safe will continue to engage with government representatives and agencies, on behalf of our members, as this programme of reform unfolds.

As one of New Zealand's largest providers of health and safety training for the construction industry, we also responded (alongside the Vertical Construction Leader's Group) to proposed changes from Waihanga Ara Rau on Short Course Training. Our feedback emphasised extending the project timeline and increasing the amount of industry consultation. We continue to work closely with Waihanga Ara Rau to ensure outcomes of the project are satisfactory for all stakeholders.

We also supported WorkSafe New Zealand (WorkSafe) with efforts to review and triage hundreds of publications from WorkSafe, as well as older ones published by the Department of Labour. This review allowed WorkSafe to ensure that they could prioritise updating their guidance where relevant and retire guidance that was no longer current, ensuring businesses have the latest information on health and safety matters.

In the past financial year, we maintained our focus on supporting research aimed at enhancing health and safety outcomes in the construction industry. In collaboration with Massey University researchers, we contributed to studies on virtual reality knowledge retention, the Net Zero Carbon Building Survey, and the correlation between cognitive abilities and mental health.

Site Safe is a proud member of the New Zealand construction industry advisory committee (CONIAC) and actively contributed to its meetings throughout the year. This forum, where government, industry, and worker representatives meet to align work to achieve common goals around health, safety and wellbeing, meets quarterly to review sector performance and initiatives.

As the industry's health and safety body, it is important that Site Safe leads by example through maintaining our ISO 45001 accreditation. An annual ISO 45001 Audit of Site Safe was conducted by Telarc in September including a review of our systems and auditor visits to the Wellington, Auckland and Hamilton offices. Site Safe will have a revalidation audit completed in the 2025/26 financial year.



# **Enable** businesses

In the past 12 months, it is imperitave that we continue to provide accessible training, templates, systems and advice to industry, despite tough economic times. Health and safety should never be discretionary and we're pleased to have closed out the year with no disruption to the services or offerings we enable the industry with.

As a result we proudly launched SiteSmart in September 2024, an innovative digital solution aimed at helping small businesses to manage their health and safety. Built with industry consultation, SiteSmart allows users to effectively monitor and communicate risks, engage workers, manage their supply chain and most importantly, improve site safety.

SiteSmart has been evolving continuously since the launch, including its exciting alignment with our SiteWise prequalification solution in April 2025, which makes assessment completion much more efficient. We are thrilled to see a steady growth in our customer base as we've developed the solution and look forward to seeing the positive impact it has on industry.

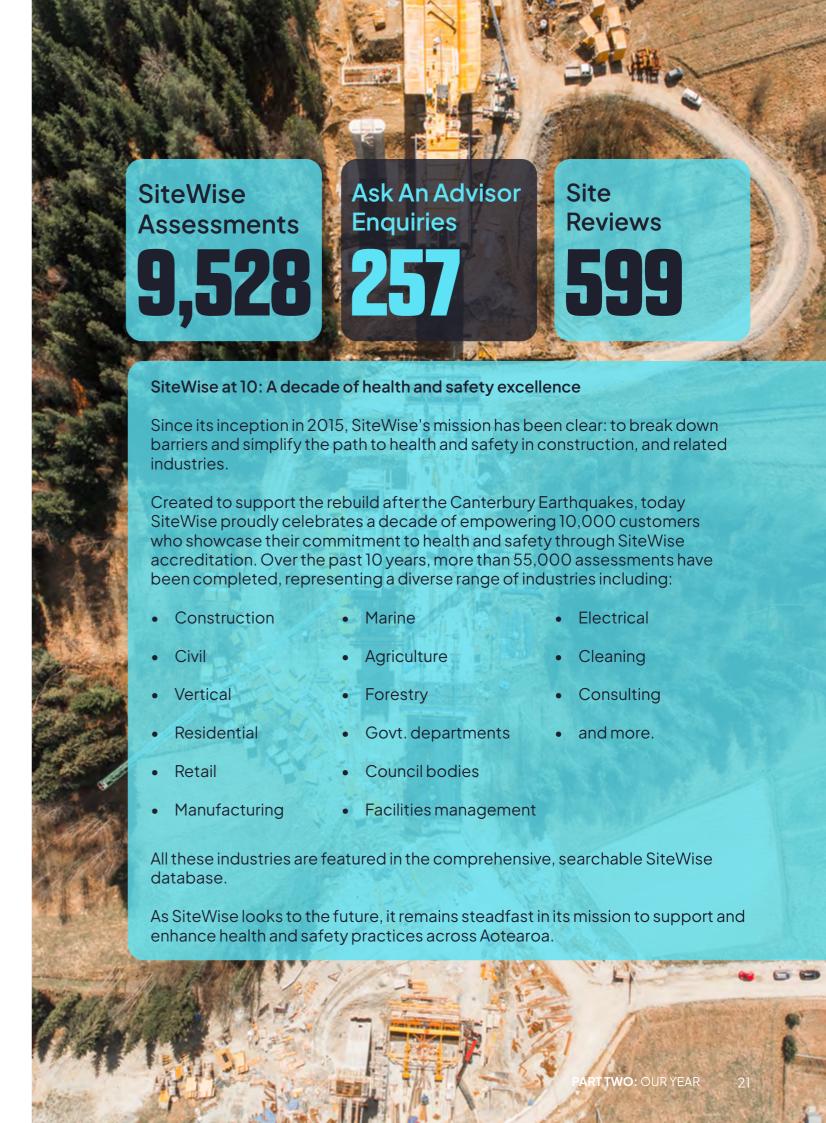
This focus on collaborative, continuous improvement has seen us continue to collect feedback from customers and the industry on our products and services through product workshops, our learner advisory group, surveys, customer focus groups, and

independent research.

Following consultation and input from the SiteWise Industry Working Group (IWG), two new questions were added to the SiteWise questionnaire in April 2024. The new questions relate to "Mental Health & Wellbeing" and "Environmental Procedures". The new questions are non-scoring at present, aiming instead to help educate and quide contractors towards better understanding about these questions. The information and resources provided within each question will enable contractors to implement their own policies and procedures covering these important issues.

At the time these new questions were added, several other questions were also strengthened to help provide better insight and information about critical/high risk activity and notifiable works. The requested evidence showing processes and procedures being used in these situations was upgraded and improved to help provide a higher degree of assurance that contractors carrying out high risk and notifiable work are meeting their requirements under the HSAW.

In September 2024, we refreshed our website to improve user experience and strengthen our digital offering in response to evolving industry needs. The new website allowed us to include improved booking processes, new Business and Learner Portals. personalised course recommendations, an enhanced course calendar with advanced filters, streamlined group bookings, and seamless online learning access.



# **Empower** individuals

We steadfastly believe that empowering individuals with access, knowledge and skills is essential to building a safer community and more attractive industry. This year we continued to ensure our workers and learners were supported across a broad range of needs.

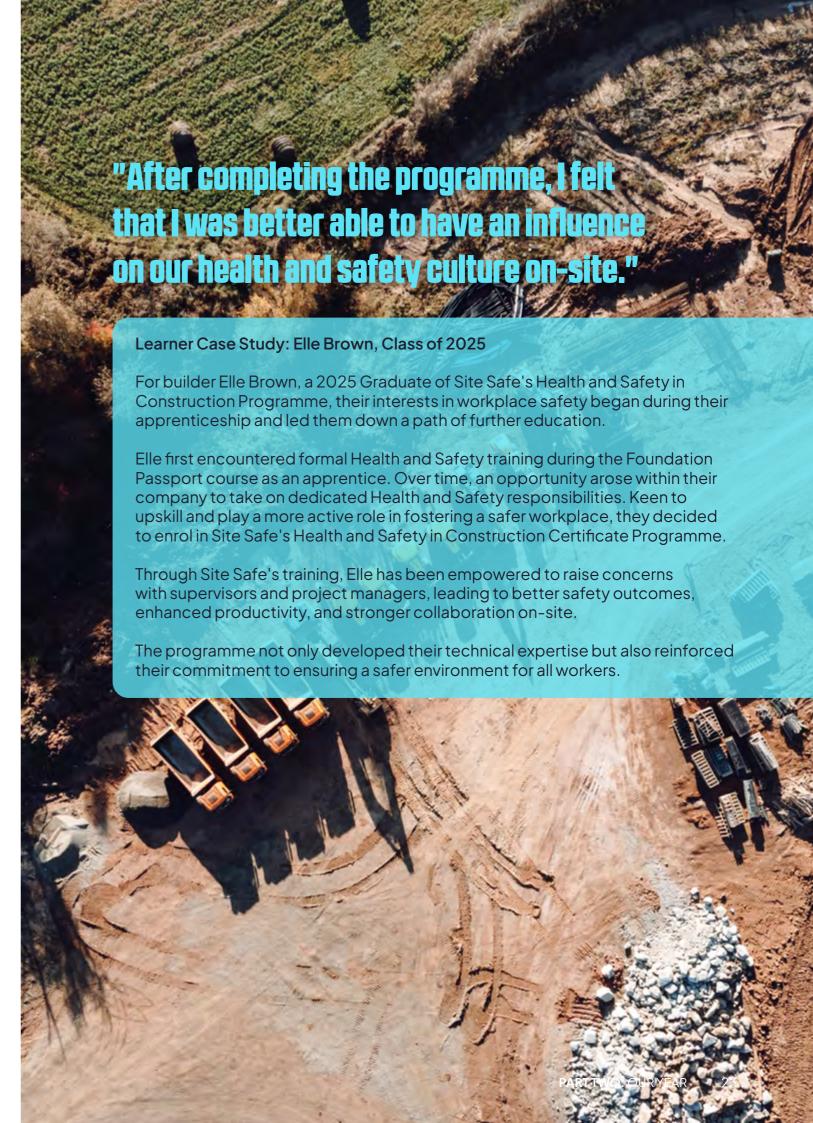
We are committed to making our products and services accessible to everyone. New Zealand is made up of many ethnic groups and we understand that our health and safety training must meet the industry's diverse needs. This is why we regularly deliver our Foundation Passport course in a range of languages. In the past financial year, we delivered interpreted training to 956 learners.

We also increased the number of job seekers completing in our Foundation Passport training through VR with our partnership with the Ministry of Social Development and Skills VR. Over 1,500 jobseekers have completed the course over the past year as a safe way to introduce health and safety concepts to those new to construction through a fully immersive, virtual environment.

Recognising the need to extend our mental health and wellbeing support deeper into the industry, we expanded the scope of our partnership with Ignite Aotearoa to extend its services to the employees of our members. In addition to our partnership with Ignite, we continued to work with Hato Hone St John to deliver the Mental Health First Aid in Construction course to over 200 learners and supported the excellent programme of work delivered by MATES

In 2024, we also launched the Learner Advisory Group, consisting of 10 diverse members representing priority learning groups. Each member had either completed the Health and Safety in Construction programme or was actively working towards completing it in 2024. Through quarterly meetings the group provided valuable insights into the learner experience, helping to update and approve the Learner Commitment Statement and Complaints Process. They also supported in creating a channel for positive feedback and played a crucial role in shaping research efforts, particularly in online learning processes and identifying barriers to assignment completion.

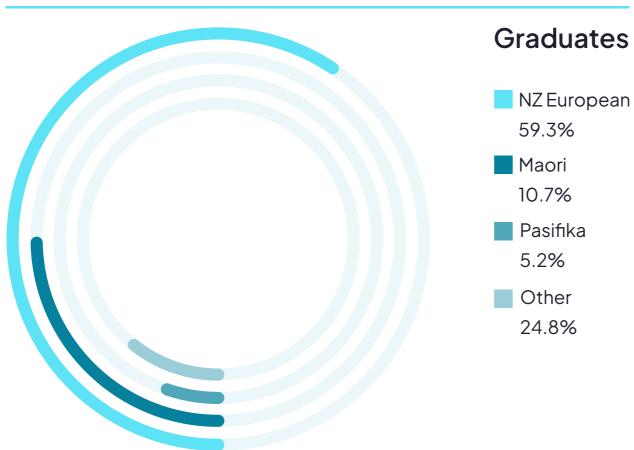
This group highlights the importance of learner representation and engagement, and their dedication and contributions continue to be pivotal in driving meaningful improvements for Site Safe's learning experiences.



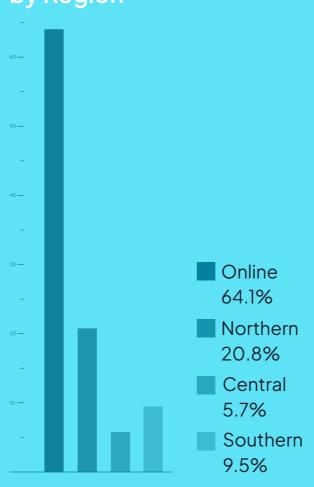
# Our future health & safety leaders

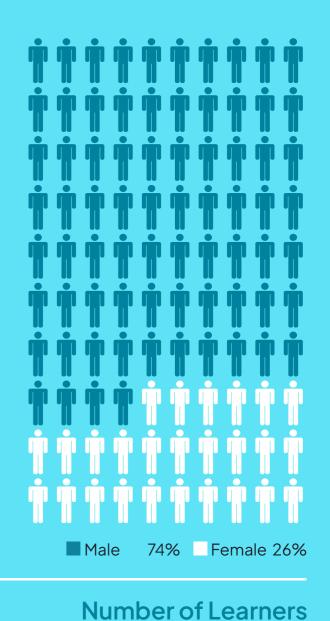
We take great pride in shaping the future health and safety leaders - it doesn't just benefit individuals, it contributes to building a stronger, safer construction industry. Graduates of our Health and Safety in Construction Programme gain the essential skills and knowledge to enhance workplace safety practices. Upon completion, they earn the New Zealand Certificate in Workplace Health and Safety Practice (Level 3), recognised by the NZQA, equipping them to drive meaningful, systemic industry change.





# Course Bookings by Region

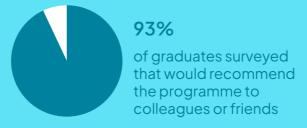




**Online Learners** 

14,660 71,233

#### **Graduate Satisfaction**





96.4%

of graduates surveyed that rated their learning experience at Site Safe as good - excellent

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# **Evening of Celebration**

On Wednesday, 5 March 2025, over 340 industry leaders, innovators, and safety champions gathered for Site Safe's **Evening of Celebration** 

The annual event recognises outstanding contributions in health and safety in the construction industry and celebrates the graduation of those who had completed the Health and Safety in Construction Programme in 2024 and the recipients of Site Safe scholarships to complete the programme in 2025.

The 2025 winners of the Site Safe Health. Safety and Wellbeing Awards were:

Vertical Horizonz Safety Innovation Award:

Traffic Safe NZ

HammerTech Safety Leadership Award: Jamie Greentree - Kinetic Electrical Wellington

NZ Chinese Building Industry **Association Safety Contribution Award** for Small Teams:

Tradestaff Group Ltd

**Coversure Safety Contribution Award** for an Individual:

Glen Sturgess - Naylor Love

Kalman Construction Mental Health and Wellbeing Award:

Tūpore

**Dominion Constructors Future Safety** Leader Award:

Fiona Brabant - Cook Brothers Construction

2025 Scholarship recipients

Ala Ma - Individual applicant

Alexandra Powell - Livingstone Building NZ Ltd

Althea Parker - Hanlon Plumbing Ltd

Brooke Tainui - Naylor Love (Wellington)

Charlotte Sarsfield - Individual applicant

Connor Tuala - Individual applicant

Courtney Baird - Henderson Demolition Ltd

Deanna Illingworth - Cushman and Wakefield

Dylan West - Individual applicant

Emma de Salis - Individual applicant

Helena Mayo - Andrews Property Services Ltd

Joe Lin - Individual applicant

Jordana Falconer - Bremca Holdings Ltd

Kathryn Wanoa - Kingdom Demolition Ltd

Kathy Tipu - Triangle Fire Protection Ltd

Katrina Robertson - Beejays Ltd

Kelsey Benson - Fisher Aluminium Ltd

Krishneel Kumar - Cushman and Wakefield

Lucy Guinness - Taylor Construction

Mikaela Caldow - Caldow Builders Ltd

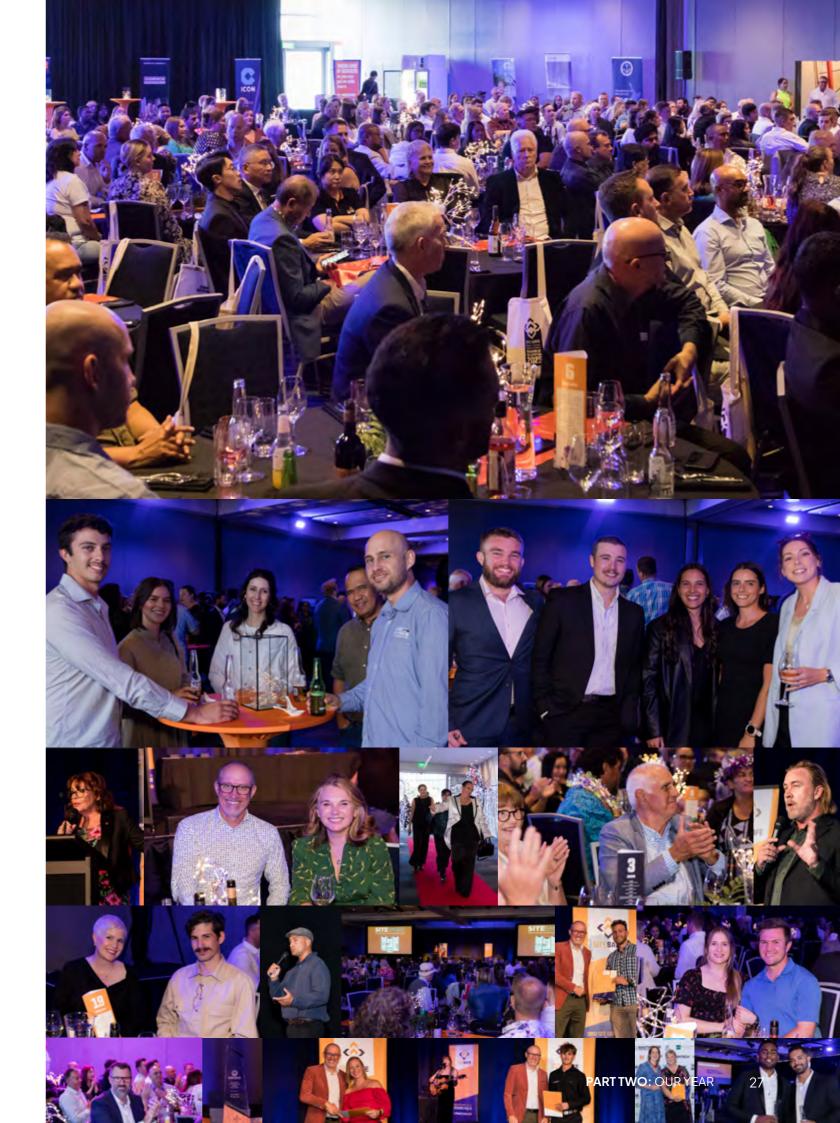
Morgan Devere-Beets - Icon Co Pty NZ Ltd

Raymond Dix - Canterbury Aluminium Ltd

Shiney Fazackerley - Jordent Construction

Sophie Galletly - Go With The Flow

Toili Latu - Acrow Ltd





### Independent auditor's report

# Report of the Independent Auditor on the summary financial statements



#### To the Members of Site Safe New Zealand Incorporated

#### **Opinion**

The summary performance report, which comprise the summary statement of financial position as at 31 March 2025, the summary statement of comprehensive revenue and expenses, summary statement of changes in net assets, summary statement of cash flows and service performance information for the year then ended, and related notes, are derived from the audited performance report of Site Safe New Zealand Incorporated (the "Society") for the year ended 31 March 2025.

In our opinion, the accompanying summary performance report is consistent, in all material respects, with the audited full performance report, in accordance with PBE FRS-43: *Summary Financial Statements* issued by the New Zealand Accounting Standards Board.

#### **Summary Performance Report**

The summary performance report does not contain all the disclosures required by Public Benefit Entity International Public Sector Accounting Standards (PBE IPSAS). Reading the summary performance report and the auditor's report thereon, therefore, is not a substitute for reading the audited full performance report and the auditor's report thereon. The summary performance report and the audited full performance report do not reflect the effects of events that occurred subsequent to the date of our report on the audited full performance report.

#### The Audited Performance Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited full performance report in our report dated 24 July 2025.

#### Other Information than the Summary Performance Report and Auditor's Report thereon

The Board Members are responsible for the other information. The other information obtained at the date of this auditor's report comprises the annual report but does not include the summary performance report and our auditor's report thereon.

Our opinion on the summary performance report does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the summary performance report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the summary performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Board Members' responsibility for the Summary Performance Report**

The Board Members are responsible for the preparation of a summary of the audited performance report of the Society in accordance with PBE FRS-43: *Summary Financial Statements*.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on whether the summary performance report is consistent, in all material respects, with the audited full performance report based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), *Engagements to Report on Summary Financial Statements*.

Other than in our capacity as auditor we have no relationship with, or interest in, the Society.

#### **Restricted Use**

This report is made solely to the members, as a body. Our audit work has been undertaken so that we might state to the members, as a body, those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and its members, as a body, for our audit work, for this report or for the opinion we have formed.

**Grant Thornton New Zealand Audit Limited** 

Grant Thornton

Z Zuber

Director

Wellington

24 July 2025

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## **Directors responsibility statement**

The Directors are responsible for ensuring that the financial statements present fairly the financial position of Site Safe New Zealand Incorporated (Site Safe) as at 31 March 2025 and the financial performance and cash flows for the year ended on that date.

The Directors consider that the financial statements of Site Safe have been prepared using appropriate accounting policies, consistently applied and supported by reasonable judgements and estimates and that all relevant financial reporting and accounting standards have been followed.

The Directors believe that proper accounting records have been kept that enable, with reasonable accuracy, the determination of the financial position of Site Safe and facilitate the compliance of the financial statements with the Incorporated Societies Act 2022.

The Directors consider that they have taken adequate steps to safeguard the assets of Site Safe and to prevent and detect fraud and other irregularities.

The Directors have the pleasure in presenting the summary financial statements of Site Safe New Zealand Incorporated for the ended 31 March 2025. A copy of the full financial statements may be obtained from www.sitesafe.org.nz.

The Board of Directors of Site Safe New Zealand Incorporated authorise these financial statements for issue on 21 July 2025.

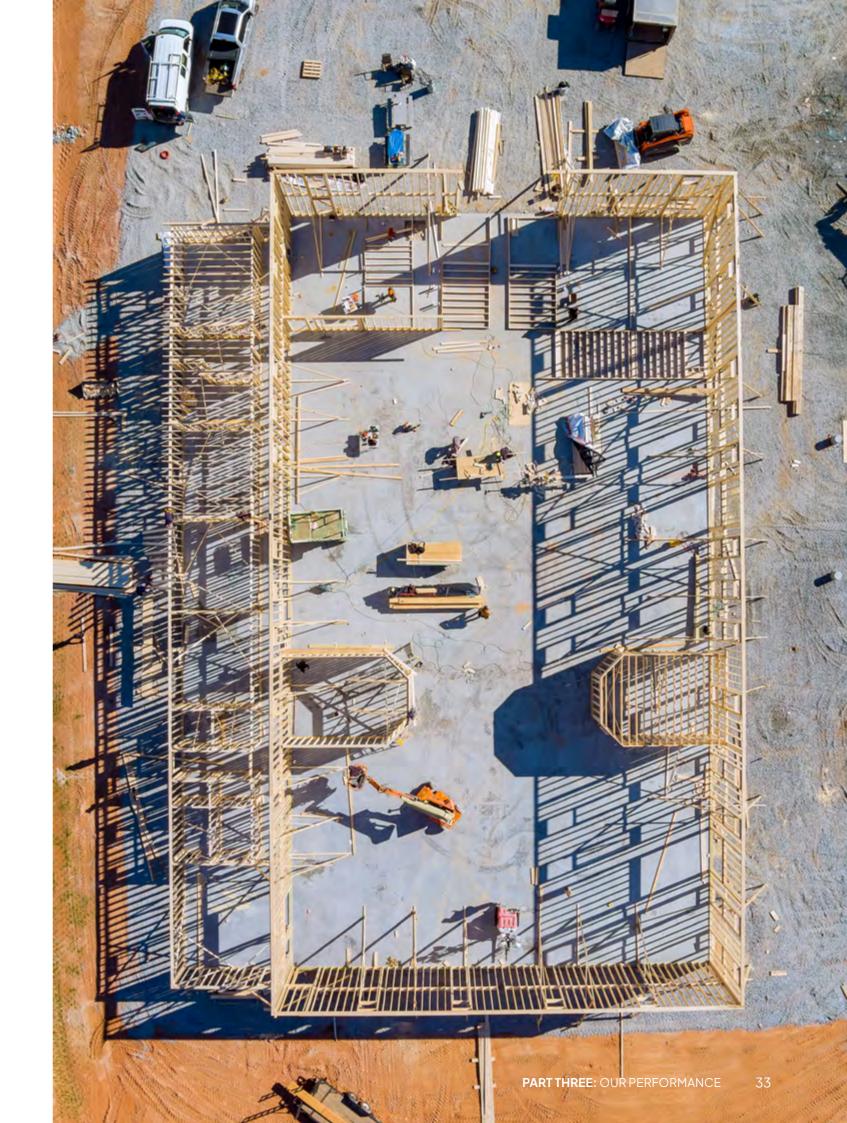
For and on behalf of the Board.

Will Peet

Chair

21 July 2025

Grant Thomas Deputy Chair 21 July 2025



# Summary statement of comprehensive revenue and expenses

For the year ended 31 March 2025

	2025	2024
	\$	\$
Revenue		
Membership Subscriptions	2,306,626	2,212,137
Other Revenue	16,350,137	17,414,852
Total Revenue	18,656,763	19,626,989
Expenses		
Personnel Expenses	12,511,350	12,399,693
Other Expenses	6,970,384	7,096,216
Total Expenses	19,481,734	19,495,909
Operating (Deficit) / Surplus for the year	(824,971)	131,080
Other Comprehensive Revenue and Expenses:		
Revaluation Gain	-	135,884
Fair Value Gains on Investment	33,672	67,694
Total comprehensive revenue and expenses for the year	(791,299)	334,658

# Summary statement of changes in net assets

For the year ended 31 March 2025

	2025	2024
	\$	\$
Opening equity 1 April 2024	9,362,250	9,027,592
(Deficit) / Surplus for the year	(791,299)	334,658
Closing equity 31 March 2025	8,570,951	9,362,250

Signed:
Chair of Board

Signed:

Chair of Audit & Risk Committee

Signed for and on behalf of the Board of Directors who authorised these financial statements for issue on 21 July 2025.

# Summary statement of financial position

For the year ended 31 March 2025

	2025	2024
	\$	\$
Current Assets	3,337,457	3,878,672
Non-current Assets	7,905,081	8,007,692
Total Assets	11,242,538	11,886,364
Current Liabilities	2,671,587	2,524,114
Total Net Assets	8,570,951	9,362,250
Retained Surpluses	8,416,420	9,100,112
Membership Development Fund	154,531	262,138
Total Equity	8,570,951	9,362,250

# Summary statement of cash flows

For the year ended 31 March 2025

	2025	2024
	\$	\$
Net Cash Flows from Operating Activities	257,134	744,414
Net Cash Flows from Investing Activities*	1,058,066	(3,359,742)
Net Decrease in Cash and Cash Equivalents	1,315,200	(2,615,328)
Cash and Cash Equivalents at 1 April	954,977	3,570,305
Cash and Cash Equivalents at 31 March	2,270,177	954,977

<sup>\*</sup>Includes the sales and purchases of fixed assets

# Notes to the summary financial statements

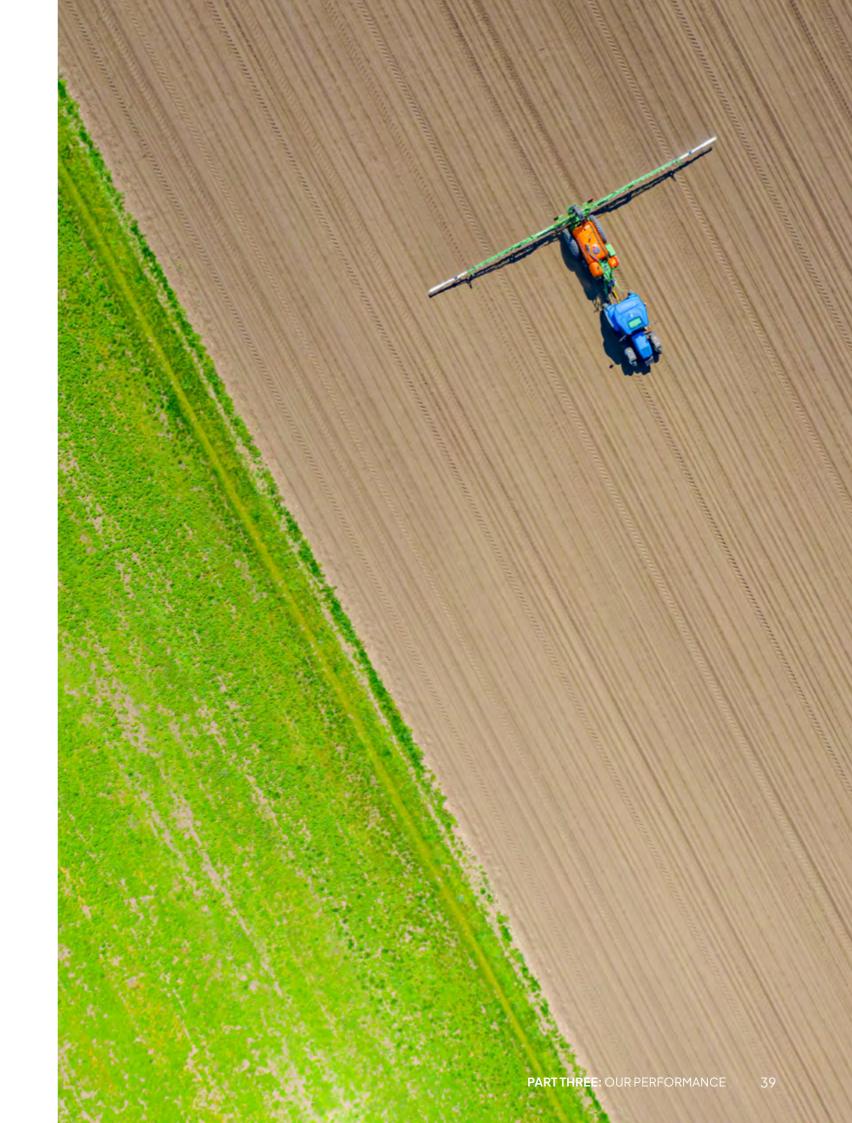
For the year ended 31 March 2025

- 1. The reporting entity is Site Safe New Zealand Incorporated ("SSNZ"), which was incorporated on 10 May 1999. SSNZ is a charitable organisation registered under the Charities Act 2005 (Charities Commission No 26956) and re-registered under the Incorporated Societies Act 2022 on 27 September 2024. SSNZ is an industry-wide organisation dedicated to promoting a culture of health and safety to prevent deaths and injuries across New Zealand's construction and related industries.
- 2. The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand ("NZ GAAP").

They comply with Public Benefits Entity International Public Sector Accounting Standards ("PBE IPSAS") and other applicable financial reporting standards as appropriate that have been authorised for use by the External Reporting Board for Not-For-Profit entities.

For the purposes of complying with NZ GAAP, SSNZ is a public benefit not-for profit entity and is eligible to apply Tier 2 Not-For-Profit PBE IPSAS on the basis that it does not have public accountability and it is not defined as large.

- The summary financial statements have been extracted from the full financial statements. They cannot provide a full understanding due to their summary nature. This understanding can be obtained only by reference to the full financial statements of the SSNZ.
- 4. A copy of the full financial statements may be obtained from SSNZ's website: www.sitesafe.org.nz.
- 5. The summary financial statements are presented in New Zealand dollars (\$), which is SSNZ's functional currency and are rounded to the nearest whole dollar.
- 6. SSNZ paid an aggregate remuneration to 8 Board Directors of \$78,432 (2024: 7 Directors \$80,878), and 17 key personnel of \$3,054,374 (2024: 17 key personnel \$2,980,475).
- 7. There are no commitments at the reporting date (2024 \$nil).
- 8. There are no contingent assets or liabilities at the reporting date (2024 \$nil).
- 9. The Board of Directors and management are not aware of any matters or circumstances since the end of the reporting period that have significantly or may significantly affect the operations of SSNZ.
- 10. The full financial statements of SSNZ have been audited by Grant Thornton New Zealand Audit Limited who have issued an unqualified audit opinion in respect to the full financial statements on 24 July 2025.



## Statement of service performance

This Statement of Service Performance (SSP) explains how Site Safe has delivered on its priorities. Its purpose is to communicate the outcomes and impacts of our activities beyond our financial performance. By detailing both the services provided, and the results achieved, the SSP enhances transparency and accountability, helping readers assess the effectiveness and value of our work.

#### Take the Lead

The construction industry will be a leader in health, safety, and wellbeing.

- Our products and services create consistency across health, safety, and well-being standards.
- We will collaborate and advocate across government and other stakeholders to encourage change throughout the industry.
- We have trusted systems and people that provide assurance, direction, and advice to support the industry.

#### **Enable Businesses**

Businesses will have a culture of safety that is embedded in their business practices.

- Our products and services provide the assurance that businesses need to proportionately manage their risks.
- We encourage genuine commitment to drive health, safety, and wellbeing performance to make construction an attractive career choice.
- We provide timely expertise that assists businesses in effectively managing their risks

#### **Empower Individuals**

Building people's knowledge and confidence so they can make an effective contribution to keeping their workplace safe.

- Our products and services will meet the diverse needs of individuals.
- We provide multiple pathways to build knowledge, skills, and awareness.
- Our products and services will be engaging, practical and easily accessible.

Note: The unqualified audit opinion covering the Statement of Service Performance is included with the full financial statements for Site Safe Inc for the period ending 31 March 2025 on the Site Safe website, www.sitesafe.org.nz

Site Safe's SSP reports on performance indicators for our three priorities:

• Take the lead

Enable businesses

• Empower individuals.

Like most in the industry, last year we saw reduced activity due to the challenging economic conditions and this is reflected in several of our performance indicators.

Indicator	Measure	24/25 Target	Outcome
Our members value what we are doing	Membership retention	>=85%	83.7%
	New members	14%	10.4%
Bringing leaders together	Number of health and safety initiatives and activities we sponor	>=20	13

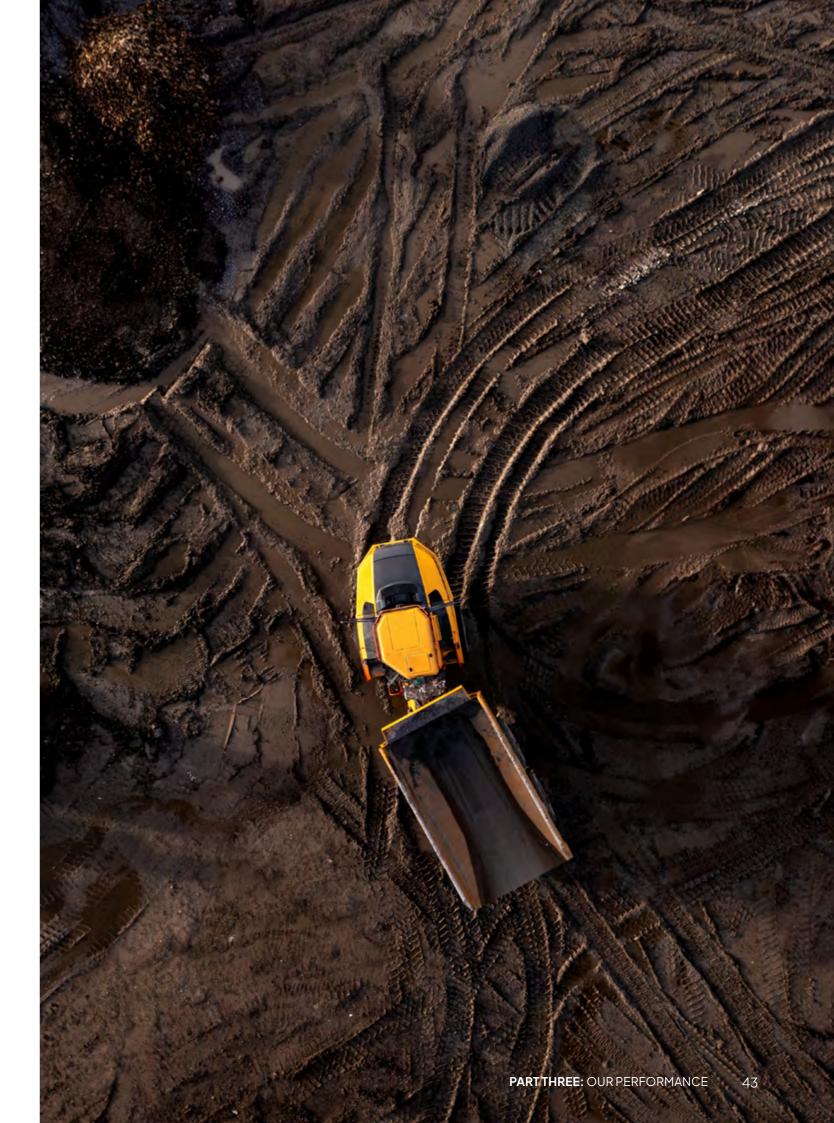
Indicator	Measure	24/25 Target	Outcome
Customers see our products and services as high value	Customer feedback shows satisfaction with our services	>=90%	94.7%
	Number of SiteWise Assements	9,400	9,528
	Number of Site Reviews	855	599
	Number of Course Attendences	81,926	70,225
	All products collect feedback	Regular feedback	Achieved
	All products have industry input into product direction	Industry input	Achieved

Indicator	Measure	24/25 Target	Outcome
Support individuals to lead health and safety	Number of scholarships we offer for health and safety learning/professional development	>=20	23
	Number of Health and Safety in Construction programme graduates	> = 150	270
Organise and participate in health and safety events	Events to gather people together to talk about health and safety	> = 50	61
Engagement opportunities are used to meet the diverse needs of customers across the country	Undertake initiatives that improve our ability to meet diverse customer needs	>=2	3

## Disclosure of judgements

Our Statement of Service Performance (SSP) measures our non-financial performance against our strategic priorities. We have made several judgements on what to include in our SSP. This statement summarises these judgements:

- Our SSP measures our non-financial performance against our strategic priorities (outcomes), using indicators that measure our outputs (performance).
- Our Board and Executive Leaders are regularly consulted to ensure the indicators and measures reflect our strategic priorities and represent our service performance fairly.
- Target measures depict symbols = and > that are either met or exceeded.
- The target and outcome for each measure from the previous financial year are included to support comparison.
- The targets for SiteWise assessments, site reviews, and course attendance have increased based on estimated growth.
- Our membership retention and new member calculations have been adjusted this year to more accurately reflect when the membership starts. The changes include changing the membership start from 'application date' to 'date invoiced paid' and removing loyalty year filters from new member calculations.



### **Site Safe Offices**

#### **North Island**

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4 WELLINGTON

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#### **South Island**

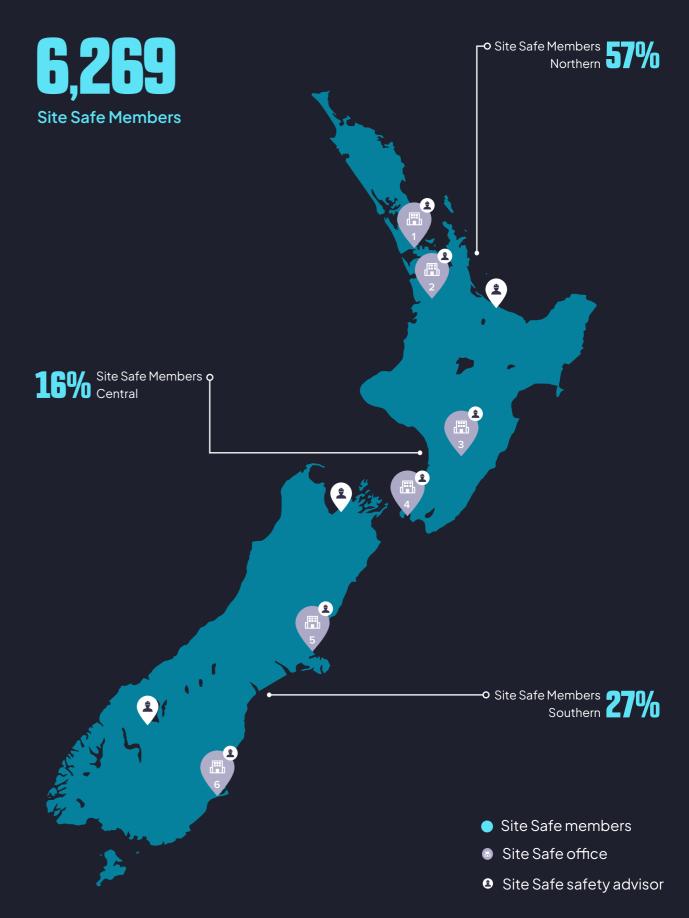
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CHRISTCHURCH

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DUNEDIN 6

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Disclaimer: the infographic above is based on data current at the time of extraction and is indicative only.

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