

Site Safe New Zealand Incorporated

2025 2026

Annual Report



SITESAFE
Te Kaitiaki o Haumaru

**Proud to
be safe**

**He taonga
te haumaru**

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Part one

Our Organisation



Chair's report



WILL PEET
SITE SAFE BOARD CHAIR

This year has been a challenging one for the construction sector, with ongoing economic pressure affecting many businesses and workers across the industry. In that environment, Site Safe has remained focused on the role it plays in helping lift health and safety performance and supporting a safer, more capable industry. Too many people are still seriously harmed in the construction sector each year, and that reality remains the driving purpose for Site Safe.

This marks the final year of reporting against Site Safe's current five-year strategy, making it an important moment to reflect on what has been achieved and where the organisation needs to go next. To this end, a major focus for the Board this year was overseeing the refresh of Site Safe's strategic direction. This work has been important in making sure the organisation remains relevant, practical and responsive to the needs of the industry. We're committed to ensuring that Site Safe is well placed to adapt to change, continue delivering value to members, and make a meaningful contribution to safer work in construction.

We look forward to sharing the new strategic plan – focused on making sure we are fit for the future.

The Board also maintained close oversight of financial and non-financial performance throughout the year, with a particular focus the significant investment in our digital platforms for our members and wider customers. Our governance ensures we remain resilient, trusted and able to invest for the future.

During the year, Site Safe continued its advocacy on health and safety reform, making sure the views of construction businesses and workers were heard, particularly on the Health and Safety at Work Amendment Bill.

While the Board supports any reduction in needless red tape, we want the focus on improving safety to remain on high-risk businesses, regardless of their size.

"Too many people are still seriously harmed in the construction sector each year, and that reality remains the driving purpose for Site Safe"

"While the Board supports any reduction in needless red tape, we want the focus on improving safety to remain on high-risk businesses, regardless of their size."

Site Safe also strengthened industry partnerships, including signing a memorandum of understanding with Master Builders, and invested in practical support for members through improvements to its platforms and the addition of an Asbestos Awareness course. Together, these are strong examples of an organisation continuing to evolve while staying focused on what matters most to the industry.

Turning to the Board, this year it was an honour to welcome our past Chair, Peter Jackson, as a life member for his service to the organisation and the values it promotes. We also welcomed Don Roberts to the Board at the 2025 AGM. It has been great to have Don's extensive experience in health, safety, environmental and quality management at the table.

Finally, on behalf of the Board, I would like to acknowledge the commitment of Site Safe's staff and leadership team, and of our members, their staff, partners, and the people who support Site Safe's purpose every day. Your contribution is central to progress being made across the industry. The Board remains confident in Site Safe's direction and is committed to providing governance as we continue lifting health and safety performance in the construction industry over the long term.

Ngā mihi nui,

Will Peet,
Chair, Site Safe NZ

Chief Executive's update



BRETT MURRAY
SITE SAFE CHIEF EXECUTIVE

The past year has tested our industry. It has also shown what we can achieve when we work together with purpose, back each other, and stay focused on what matters.

Our focus as the industry's safety body is always on making it easier for the sector to do the right thing. This year that meant pushing for health and safety reforms that are practical and effective, bringing member experience into the conversations that shape decisions, building strong partnerships across the industry, investing in tools and learning that work in the real world, and recognising the people and organisations setting the standard every day.

As health and safety reforms moved through Parliament, we stayed clear on our role – to make sure the voices of construction businesses and workers were heard. We worked closely with Ministers, regulators and agencies, sharing with them that our members supported clearer guidance but expressed concern around creating a two-tier system. We remained consistent on these themes through reform discussion.

"As health and safety reforms moved through Parliament, we stayed clear on our role – to make sure the voices of construction businesses and workers were heard."

We also helped shape the early development of Approved Codes of Practice for the industry through our role on reference and working groups. Having a seat at those tables matter. It is important that industry experience is in the room when decisions are being made and regulatory expectations and guidance match what is workable in the day-to-day.

Advocacy is never a solo effort. It is stronger when it is built on trust, good relationships and shared leadership. Over the year, we strengthened partnerships including signing an memorandum of understanding with Master Builders, backed industry groups such as the Vertical Construction Leaders Forum, and stayed connected to the people leading health and safety on site through the Health and Safety Professionals Group. This ensured the

effort from industry to improve safety outcomes is coordinated and aligned. Alongside that work, we kept investing in the systems, tools and learning that help businesses meet their obligations with confidence. Although this work typically takes place out of the spotlight, it is essential for keeping up and providing value in an evolving industry. We focused on making our platforms easier to use, strengthening our training offer through the addition of our Asbestos Awareness course, and improving the membership experience around what members told us they value most. The goal was practical support that makes good safety practice more achievable.

"Advocacy is never a solo effort. It is stronger when it is built on trust, good relationships and shared leadership."

Our Evening of Celebration was another reminder of what our work is really about. It's about the people and organisations lifting the standard, leading change, and looking out for each other. A record number of award entries, and the commitment shown across the industry this year, are strong signs of progress and a credit to an industry that keeps stepping up. We look forward to celebrating 20 years of this special event next year.

Finally, I'd like to thank our members and partners for the trust you place in us and for the contribution you made across the year. Your insight shapes our advocacy, strengthens our services, and helps us focus on our purpose. Together, we will keep pushing for a system that keeps people safe and supports a productive, sustainable construction industry.

Ngā mihi nui,

Brett Murray
Chief Executive, Site Safe NZ

Our strategic direction

For more than 25 years, Site Safe has worked alongside the construction industry to help improve health and safety, so more people get home safe every day.

Our strategic direction is built around people. Good health and safety is not just about systems and processes. It is about workers, teams, businesses, and communities looking out for each other.

We support this by bringing people together, sharing practical knowledge, and listening to feedback from across the sector. What we have learned, and what industry has told us, shapes our work. It keeps the industry at the heart of our approach and guides how we continue to support safer, healthier worksites.

This is reflected in our three core focus areas and the goals that sit alongside them, so we can make the most significant difference on worksites across New Zealand.

Our Vision

HE TAONGA TE HAUMARU
PROUD TO BE SAFE

Our Mission

Building safer and healthier workplaces together

Our Focus Areas

- 
Take the lead
- 
Connecting communities
- 
Enabling change



Our leadership

Site Safe Board of Directors



Will Peet
Chairperson
Independent Director,
Consultant



Grant Thomas
Deputy Chairperson
Development Manager,
Dominion Constructors Ltd



Dean Tallentire
General Director
Chief Construction Officer,
Summerset Holdings Limited



Pete Lockhart
General Director
Director, Construct.it
Canterbury Ltd



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



Phillip Thorpe
General Director
National Services Manager,
DL Good Plumbers Ltd



Nigel Smith
General Director
Director and Chair,
BRANZ



Don Roberts
General Director
General Manager,
HSEQ, Advanced Group



Maurice Davis
Employee Director
Secretary, Northern
Amalgamated Workers Union Inc

Site Safe Executive Leadership Team



Brett Murray
Chief Executive



Andrew Confait
Group Manager
Products & Customer
Experience



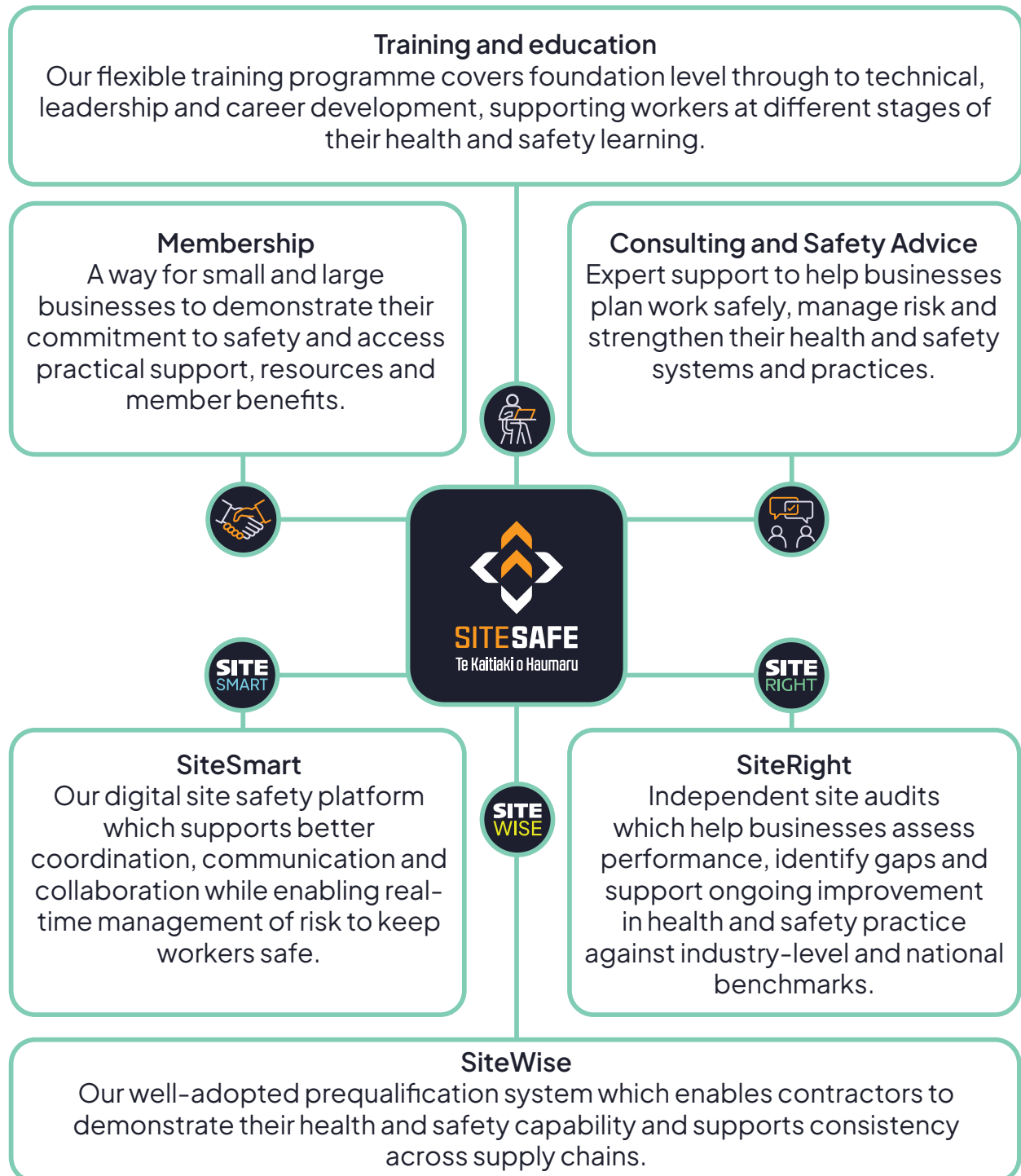
Richard Patete
Group Manager
Organisation Support



James Mead
Group Manager
Delivery

Our products and services

We work alongside the industry to provide a range of products and services that support safer worksites, stronger capability and continuous improvement in health and safety practice. This includes practical tools, services and guidance that reflect the real needs of industry.



Part two



Our Year



Take the lead

Amplifying industry voice. Championing health and safety excellence.

As health and safety reforms progressed over the past year, we focused on leading in two ways:

- Amplifying the industry's voice in the reform process
- Championing what health and safety excellence looks like in practice.

Across our advocacy programme, drawing on our decades of on site experience, we championed the idea that good health and safety helps good work happen, but the industry needs clear, practical support to make that happen. We met with Ministers, MBIE, and other agencies to share what members told us they need from reforms. That included engagement with MBIE on the policy approach and meeting with the Minister for Workplace Relations and Safety to share the results of our health and safety reforms survey.

We also met with the Minister for Building and Construction to discuss the link between safety and productivity and why getting reform settings right matters for construction businesses and workers. Alongside this, our Chief Executive, Brett Murray, published a series of opinion pieces as the reforms progressed. This culminated in our formal written submission to the Education and Workforce Select Committee in March, supported by an oral submission.

Through regular quarterly meetings with WorkSafe, we shared what we were seeing on sites and what was changing for our member businesses. We also joined the reference group for the drafting of Approved Codes of Practice (ACOP), helping shape how ACOPs are developed and ensuring they stay grounded in real work. We also responded to ACC's request for information on industry bodies that can demonstrably reduce injury and harm in the building and construction industry.

As New Zealand's largest provider of health and safety training for the construction industry, we also engaged in proposed changes from the Construction and Infrastructure Workforce Development Council to short-course training guidance. After consulting with the Vertical Construction Leaders Group, we shared feedback from our members and customers on potentially unworkable requirements and advocated for an extended implementation timeframe to give the industry sufficient time to adapt. This helped ensure the people most affected by the changes, specifically those working at height, were properly represented in the decisions.

We championed health and safety excellence through our annual Evening of Celebration, recognising the people who lift the bar for everyone. For 2026, we updated the award categories to reflect a changing health and safety landscape. The result was a record number of entries, demonstrating the industry's commitment to leadership, innovation, and better practice.



You can read more about the 2026 Evening of Celebration on page 24.

We also held ourselves to a high standard of health and safety performance, something we encourage and support in others. We were proud to retain our ISO 45001 certification last year and strengthen our own health and safety systems, including implementing SiteSmart as our corporate health and safety management system in January 2026. While our own work is largely in a low-risk environment, achieving and maintaining ISO 45001 certification matters to us because leadership starts at home.

Connecting Communities

Safety is stronger together. Building a culture of care.

A culture of care doesn't happen by accident. It's built through connection, consistency, and people looking out for each other day after day. Our role is to strengthen those connections, so health and safety knowledge is shared, support is easier to access, and good practice spreads faster across the industry.

We built momentum this year by deepening partnerships that help make safer work the default for all sections of the industry. We formalised our longstanding relationship with Master Builders by signing a memorandum of understanding focused on lifting health and safety in residential building. This agreement supports builders nationwide with stronger access to expert safety guidance and practical tools, helping them make confident calls on site and ensuring everyone gets home safe each day.

Building a culture of care also means ensuring different communities within construction are seen, heard, and supported. We worked closely with the New Zealand Chinese Building Industry Association, including supporting the launch of their 2025 Construction Sector Report at Parliament.

We also backed organisations that build capability and opportunity across the workforce, including NAWIC by sponsoring a scholarship for a health and safety award recipient, as well as supporting the Apprentice Training Trust and Te Rōpū Maratau o Aotearoa.

We stayed closely connected with the people who lead health and safety day to day. We remained active in the Health and Safety Professionals Group, the Vertical Construction Leaders Group, and the Commercial Working Group. These are forums where we can test ideas, share what's working, and surface what's getting in the way. Those conversations help us advocate for practical changes on real sites and support safer work across the industry.

Care is also about wellbeing. It's about checking in, noticing when someone is struggling, and making it easier to ask for help. We continued to support collective action to improve mental health in the industry through initiatives such as MATES in Construction and Live Well Build Well, as well as our partnership with Ignite Aotearoa. As an official advocacy partner, we supported the MATES annual industry wellbeing survey to strengthen understanding of what people are experiencing and what support is needed. We also supported Live Well Build Well by funding the development of their Mental Fitness Learning module, and hosting it on our website.

On the ground, we helped turn connection into action by facilitating six safety liaison groups (SLGs), which meet regularly across the country, including a new group in Northland. These meetings created a practical link between what people are seeing on site and the wider issues affecting the sector, while also building communities of practice where people can share knowledge, strengthen skills, and learn from each other.

Our on-site BBQs also remained a big part of how we connect with communities and have practical, down-to-earth conversations about health and safety around the country.

We also helped keep health and safety on the agenda by showing up in other places where our community connects. We had senior representatives on panel discussions at Constructive 2025, the 2026 Health and Safety Leaders' Summit, and the 2025 National Safety Show.

Alongside this, our safety advisors spent time in the field, visiting sites and speaking with workers and site leaders. It's these connections that ensure our work stays grounded in real work, real constraints, and what teams need to go home safe. Together, we can all help strengthen a culture of care where safety is everyone's job.

Community
events

80

Industry & government
engagements

20

Site
audits

606

SiteWise
assessments

10,634

Enabling Change

Tools that work. Empowering people with knowledge that sticks.

This year, enabling change meant making it easier for people to do the right thing. This encompassed new practical training that reflects real work sites, tools that work better together, and a membership experience designed around what members told us they need.

To build knowledge that sticks, we kept our learning focused on day-to-day practice and on-site decision-making. Being recognised as award winners and finalists for learning and development at the 2025 NZATD Awards was a strong signal that our training approach is modern, relevant, and working for the industry.

Online learning, including webinars, increased by 10 per cent and now accounts for 70 per cent of all learning delivered. This reflects the industry's growing demand for flexible learning options. Over the coming year, we will continue to expand our online course portfolio and invest in our learning management system to deliver accessible, engaging, and scalable learning experiences for workers and businesses.

We also grew our course range with new learning that supports practical, informed risk management. This included our new Asbestos Awareness course, co-created with WorkSafe and shaped by industry feedback. A free webinar to launch this course was attended by over 200 people.

Alongside this, we piloted course translations to improve access for different communities across the industry. To deliver tools that work, we reduced friction between our systems. We progressed the alignment of SiteWise and SiteSmart to reduce duplication and make it more straightforward for our customers to manage health and safety information in a more joined-up way. This alignment enables faster, more accurate gathering of SiteWise assessment evidence.

We also started early work on integrating SiteRight's digital infrastructure into our systems so customers can access more of our support in one place.

We reinforced practical safety messages beyond the classroom as well, so key guidance is easier to recall when it matters. Our advice on asbestos and other topics was featured across multiple trade publications, and we were included in summer safety reminders on TVNZ and Radio New Zealand to reinforce the importance of safe practice during the warmer months.

As part of a wider strategic review, we began reshaping our membership offer, the customer experience, and our value proposition. The refresh was informed by insights from our first annual membership survey in November, which helped pinpoint what's working, opportunities, and where to focus next. We have already delivered several new benefits based on what members told us they need. This included refreshing our exclusive member-only benefits with trusted brands, such as ONE New Zealand, NZ Safety Blackwoods and Bunnings.



Number of
learners

70,395

Online & webinar
learners

49,339

Our future **health & safety** leaders

We take great pride in shaping future health and safety leaders. It doesn't just benefit individuals, it also 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 NZ Qualifications Authority, equipping them to drive meaningful, systemic change in the industry.

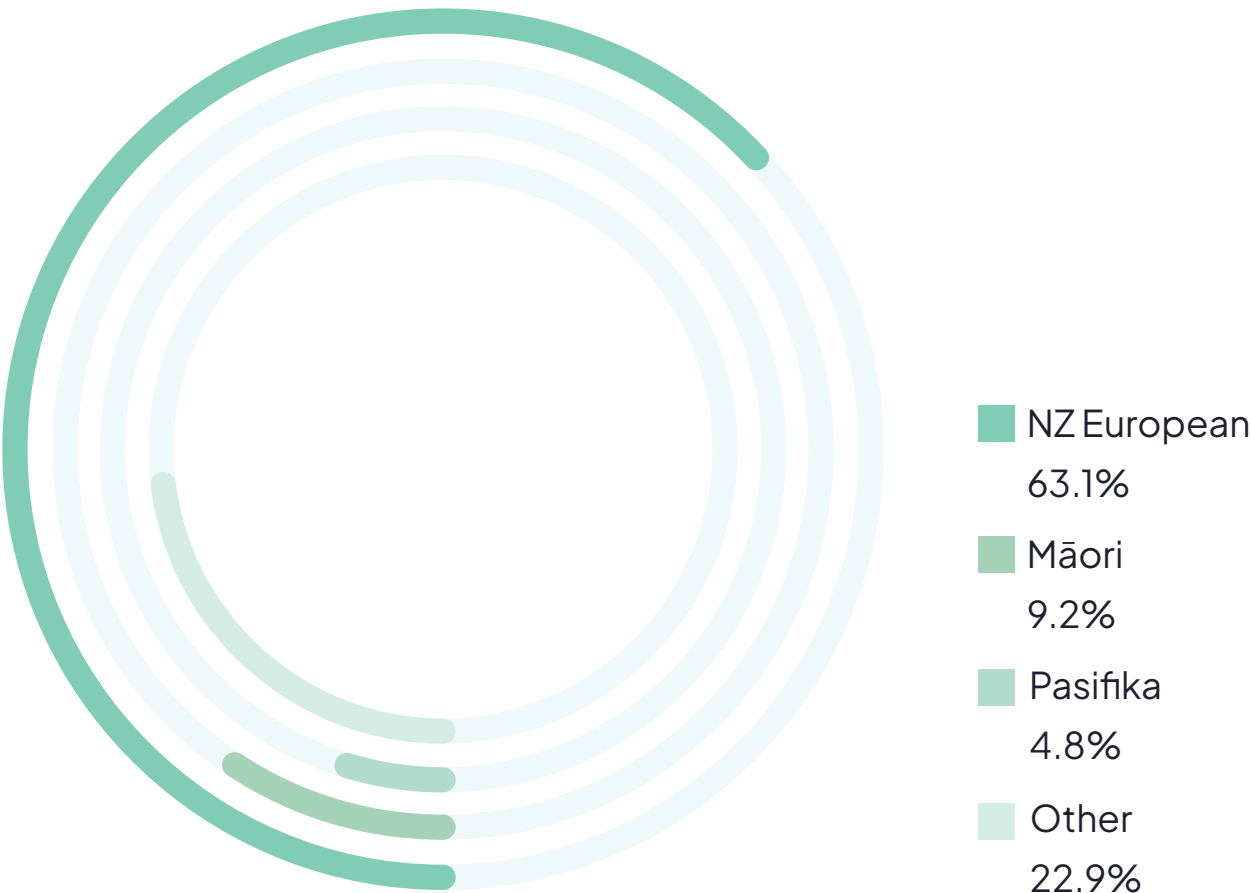
262

H&S in
Construction
Graduates

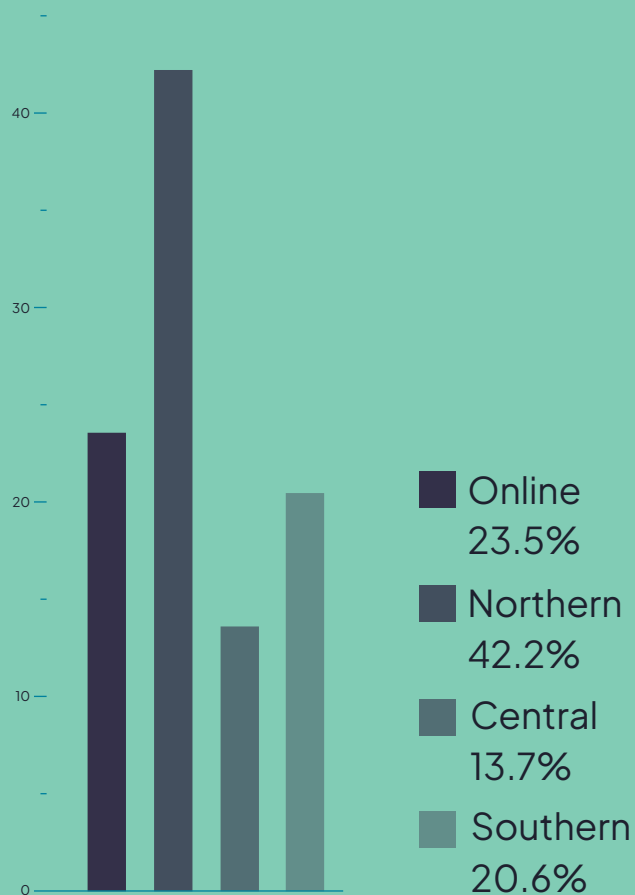
Scholarships
Awarded

25

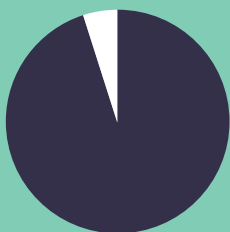
Graduates



HSCP Course Bookings by Region

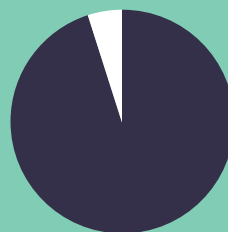


Graduate Satisfaction



95%

of graduates surveyed that would recommend the programme to colleagues or friends



95%

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

Evening of Celebration

Our Evening of Celebration awards honour individuals and teams improving worker safety, mental health, innovation, and leadership in construction. This year's recipients were recognised for inspiring others and advancing positive change across the industry.

2026 Award winners

- **The Dominion Constructors Future Safety Leader Award –**
Morgan Devere Beets, Icon
- **The Coversure Health and Safety Champion Award –**
Sam Youngman, Flowerday Homes
- **The MATES in Construction Mental Health and Wellbeing Award –**
Rafael Caso, Live Well Build Well
- **The NZ Chinese Building Industry Association Safety Contribution Award for a Team –**
Downer Fleet Team, Downer NZ
- **The Vertical Horizonz Safety Innovation Award for a Large Business –**
Hawkins
- **The Touchprint Safety Innovation Award for a Small to Medium Business –**
DroneDraft
- **The Hammertech Safety Leadership Award –**
Mike Moore, Downer

2026 Scholarship recipients

Abigail Letham
Fritz Gabriel
Amy Stowers
Glory Edet
Andrei L
Han Yu
Anjini Kumar
James Marshall
Anna Hansford
Joyce Ungco
Ashmita Singh
Khaniya Marshall
Beckie McKinney
Kylie Heke
Beth Ardouin
Natalie Halliday
Campbell Wheeler
Nicky Edge
Chelsea McKellar
Olivia Vallis
Christopher Hawkins
Ping (Pattie) Guo
Dan (Ivy) Xie
Rabin Kushwaha
Donald Wellis
Sumu Fai
Erin Ruxton
Tisna Thomas





Part three

Our Performance



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 2026, the summary statement of comprehensive revenue and expenses, summary statement of changes in net assets, summary statement of cash flows and the statement of service performance for the year then ended, and related notes, are derived from the audited annual performance report of Site Safe New Zealand Incorporated (the "Society") for the year ended 31 March 2026.

In our opinion, the accompanying summary performance report is consistent, in all material respects, with the audited 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 Standard (PBE IPSAS). Reading the summary performance report and the auditor's report thereon, therefore, is not a substitute for reading the audited performance report and the auditor's report thereon. The summary performance report and the audited performance report do not reflect the effects of events that occurred subsequent to the date of our report on the audited 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 29 July 2026.

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

The Board Members are responsible for the other information. The other information comprises the annual report (but does not include the summary performance report and our auditor's report thereon), which is expected to be made available to us after the date of this auditor's report.

Our opinion on the summary performance report does not cover the other information and we do not and will 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 identified above when it becomes available 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.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and will request that such matters are addressed.

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 Site Safe New Zealand Incorporated 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 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, Site Safe New Zealand Incorporated.

Restricted Use

This report is made solely to the Members of the Society, 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

The logo for Grant Thornton, featuring the company name in a stylized, handwritten-style font.

S Adhau

Director

Wellington

29 July 2026

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Directors responsibility statement

The Directors are responsible for ensuring that the summary performance report presents fairly the financial position of Site Safe New Zealand Incorporated (Site Safe) as at 31 March 2026, the financial performance and cash flows for the year ended on that date, and the service performance for that year.

The Directors consider that the summary performance report has 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 and service performance of Site Safe and facilitate the compliance of the summary performance report 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 performance report of Site Safe New Zealand Incorporated for the year ended 31 March 2026. A copy of the full performance report may be obtained from www.sitesafe.org.nz.

The Board of Directors of Site Safe New Zealand Incorporated authorise the summary performance report for issue on 29 July 2026.

For and on behalf of the Board,



Will Peet
Chair
29 July 2026



Grant Thomas
Deputy Chair
29 July 2026



Summary statement of comprehensive revenue & expenses

For the year ended 31 March 2026

	2026	2025
	\$	\$
Revenue		
Membership Subscriptions	2,167,830	2,306,626
Other Revenue	17,254,114	16,383,809
Total Revenue	19,421,944	18,690,435
Expenses		
Personnel Expenses	12,197,187	12,511,350
Other Expenses	6,975,475	6,970,384
Total Expenses	19,172,662	19,481,734
Total comprehensive revenue and expenses for the year	249,282	(791,299)

Summary statement of changes in net assets

For the year ended 31 March 2026

	2026	2025
	\$	\$
Opening equity 1 April	8,570,951	9,362,250
Surplus / (Deficit) for the year	249,282	(791,299)
Closing equity 31 March	8,820,233	8,570,951



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 29th July 2026.

Summary statement of financial position

For the year ended 31 March 2026

	2026	2025
	\$	\$
Current Assets	3,610,755	3,337,457
Non-current Assets	7,785,099	7,905,081
Total Assets	11,395,854	11,242,538
Current Liabilities	2,575,621	2,671,587
Total Net Assets	8,820,233	8,570,951
Retained Surpluses	8,820,233	8,416,420
Membership Development Fund	-	154,531
Total Equity	8,820,233	8,570,951

Summary statement of cash flows

For the year ended 31 March 2026

	2026	2025
	\$	\$
Net Cash Flows from Operating Activities	1,331,475	257,136
Net Cash Flows from Investing Activities*	(908,202)	1,058,066
Net Increase in Cash and Cash Equivalents	423,271	1,315,200
Cash and Cash Equivalents at 1 April	2,270,177	954,977
Cash and Cash Equivalents at 31 March	2,693,448	2,270,177

*Includes the sales and purchases of fixed assets

Notes to the summary financial statements

For the year ended 31 March 2026

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.

3. 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 9 Board Directors of \$128,364 (2025: 8 Directors \$78,432), and 17 key personnel of \$3,230,977 (2025: 17 key personnel \$3,054,374).

7. There are no commitments at the reporting date (2025: \$nil).

8. There are no contingent assets or liabilities at the reporting date (2025: \$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 29th July 2026.



Statement of service performance

This Statement of Service Performance (SSP) outlines our priorities and the results of our activities beyond financial measures. Detailing our services and outcomes enhances transparency and accountability, helping readers assess our effectiveness and value.

Take the lead

Amplify industry voice. Championing health and safety excellence.

We are the go-to authority for Workplace Health and Safety in the construction industry. From media presence to government consultation, we amplify the industry's voice and drive national and local conversations that matter.

The impact: We're helping the industry stay informed, aligned, and proactive by helping shape policy, influencing education, and guiding it toward a safer, more resilient future.

Connecting communities

Safety is stronger together. Building a culture of care.

Safety is not a solo act—it's a shared responsibility. We bring workers, businesses, industry leaders, and the government together to create a unified safety culture.

Through events, workshops, and partnerships, we foster genuine connections that drive awareness, build trust, and inspire action. Our community-first approach ensures that every voice is heard, and every safety barrier is addressed.

Together, we're building a movement that champions care, inclusion, and collective wellbeing.

The impact: We're creating a connected, informed, and motivated safety community across New Zealand so everyone can lead with care, confidence, and clarity.

Enabling change

Tools that work. Empowering people with knowledge that sticks.

We equip workers and businesses with the skills, insights, and confidence to make safety second nature. From onboarding new entrants to upskilling seasoned professionals, our training is inclusive, accessible, and practical.

We don't just deliver courses—we build health and safety champions. Every learner, graduate, assessment, and resource (tools, experts, information) provided is a step toward a safer, stronger industry.

The Impact: We're equipping workers and businesses with the knowledge and confidence to stay safe and succeed.

Statement of Compliance: This Statement of Service Performance has been prepared in accordance with Public Benefit Entity Financial Reporting Standard 48 (PBE FRS 48).

Our SSP reports on performance indicators for our three priorities:

Take the lead

Leadership and advocacy

Connecting communities

Collaboration and engagement

Enabling change

Education and empowerment

Action	Measure	2025/26 Target	2025/26 Actual	2024/25 Target	2024/25 Actual
Establish industry leadership	We are the go-to voice in media for construction H&S.	Qualitative	Achieved	Not measured	Not measured
Leaders in health and safety practice	Our ISO 45001 certification is maintained.	Maintain	Achieved	Not reported	Not reported
We model educational best practice(s)	PTE Level 1 accreditation is maintained.	Maintain	Achieved	Not reported	Not reported

Action	Measure	2025/26 Target	2025/26 Actual	2024/25 Target	2024/25 Actual
Community events	Number of events we organise or participate in	≥ 60	80	≥ 50	61
High-quality products that meet industry needs	Customer satisfaction results	≥ 90%	92%	≥ 90%	94.7%
Strengthen partnerships	Number of formal engagements with industry/government	≥ 5	20	Not reported	Not reported
Elevate voices	Regular stakeholder feedback sessions are held	Qualitative	Achieved	Regular feedback & industry input	Achieved

Action	Measure	2025/26 Target	2025/26 Actual	2024/25 Target	2024/25 Actual
Improve safety performance	Number of site reviews conducted	≥ 540	606	855	599
Drive assurance	Number of SiteWise assessments completed	≥ 9,780	10,634	≥ 9,400	9,528
Build capability	Course completion rate (calendar year)	≥ 75%	93%	Not reported	Not reported
Recognise achievement	Number of graduates (calendar year)	≥ 150	262	≥ 150	270
Support access	Number of scholarships awarded (calendar year)	≥ 20	25	≥ 20	≥ 23

Disclosure of judgements

We disclose the judgments we make in selecting and presenting service performance information that significantly affects the information we provide. If changes are made, we record these judgments and share them. We have made several judgments 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 and SiteRight reviews have changed based on estimated demand.
- The targets from the previous financial year, if measured, have been reused again due to baseline comparison.
- The target for the Number of events we organise or participate in (reference: Core Focus Area; Connecting Communities, Action; Community Events) has increased due to the previous two financial years, where we have consistently met this target, achieving 60+.
- The two measures for Enabling Change, i.e., the Number of graduates and the Number of scholarships awarded, are completed by calendar year. 1 January 2025 to 31 December 2025.
- New Measures: To better reflect our evolving strategic priorities and deepen our impact across the construction industry, we have introduced a set of new performance measures in this year's Statement of Service Performance. These additions are designed to:
 - **Strengthen strategic alignment** – The new measures directly support our three core focus areas – Take the lead, Connecting communities, and Enabling change – ensuring our performance reporting is tightly aligned with our purpose.
 - **Enhance visibility and influence** – Media presence, ISO 45001, PTE accreditation, and stakeholder feedback sessions demonstrate our leadership role and credibility as the trusted voice in construction health and safety.
 - **Deepen engagement and accountability** – By introducing metrics like the number of formal collaborations, we are capturing the quality of our relationships and the strength of our partnerships – key drivers of sector-wide change.
 - **Improve learning outcomes and access** – New education- and training-focused indicators, including course completion rates and scholarship awards, reflect our commitment to inclusive, high-impact learning that meets the needs of a dynamic, diverse workforce.
 - **Support evidence-based decision making** – These measures provide richer, more actionable insights into what's working and where we can improve, helping us remain agile, transparent, and responsive to industry needs.



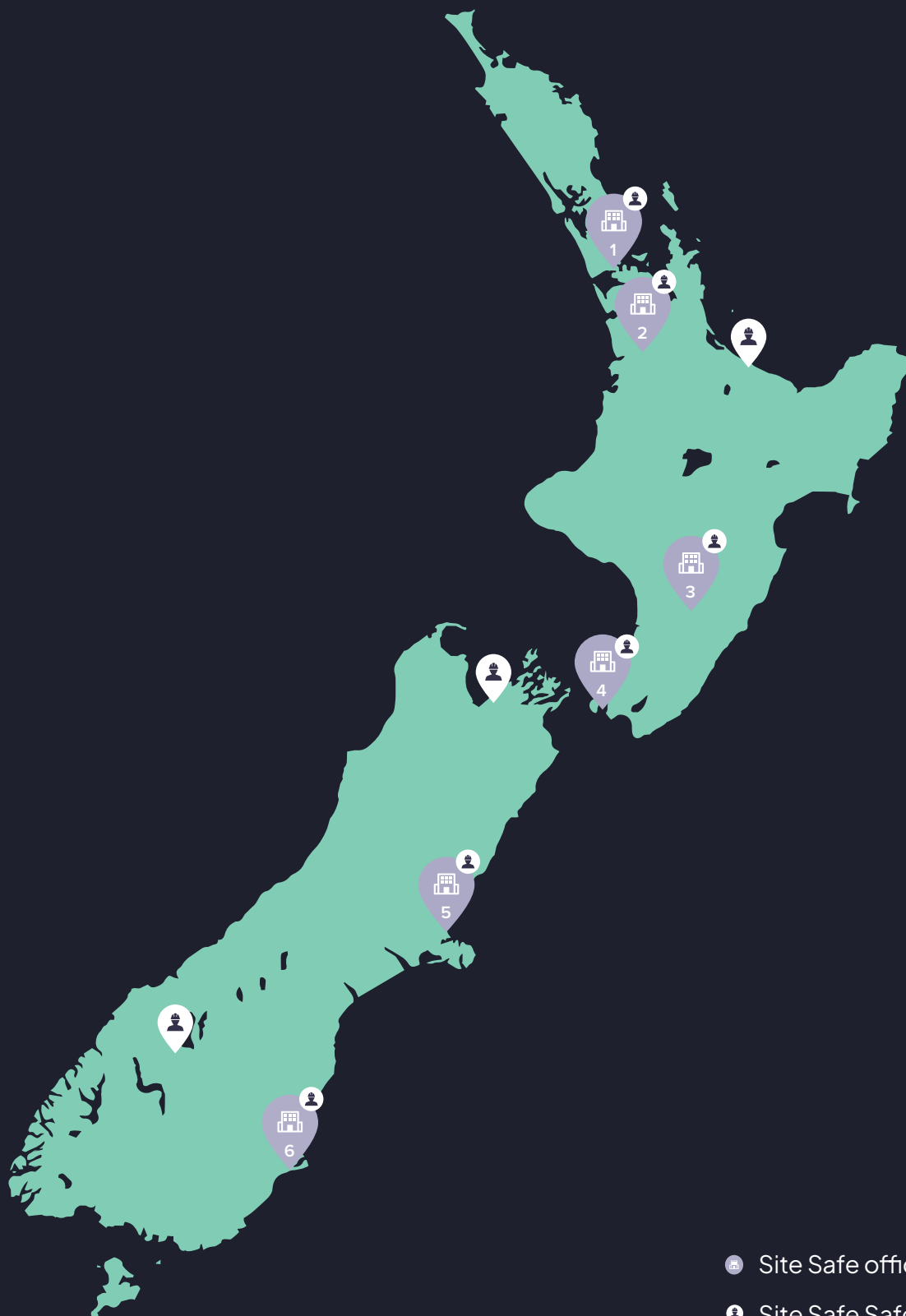
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- Site Safe office
- Site Safe Safety Advisor

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



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