

Policy 001

Workplace Health & Safety Policy

Statement

We recognise that the responsibility for managing health and safety in the workplace ultimately rests with the person in control of the business or undertaking, directors and management. Workers also have important responsibilities for health and safety in the workplace.

This policy states our intentions and direction to provide a safe and healthy work environment that is free from workplace injury and illness. This can only be achieved through the participation, co-operation, and commitment of everyone in the workplace.

Commitments

As an organisation, we commit to:

- complying with the work health and safety acts, regulations, codes of practice and other safety guidance material in the states where we conduct our business operations
- eliminating or minimising all workplace hazards and risks, as far as is reasonably practicable
- providing information, instruction, supervision, and training to enable all workers to perform their work safely
- providing information and instruction to contractors and visitors on possible risks to health and safety when visiting our office or sites
- involving, consulting with, encouraging and respecting contributions from our workers on matters relating to workplace health, safety, and wellbeing
- not using forced labour of any kind and ensuring workers are the minimum legal age
- letting our workers associate freely, choosing their representatives, and bargaining collectively with their employer if they should so choose
- supporting equal employment opportunities and treatment.



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We also commit to providing:

- the necessary human resources and technical facilities to ensure that this policy is effective
- appropriate safety equipment and personal protective equipment
- suitable injury management and return to work programs.

Worker Responsibilities

Workers will:

- Take reasonable care for their health and safety
- Follow safe work procedures, instructions, signage, and rules including complying, so far as is reasonably practicable, with any instruction that is given
- Report all hazards, incidents and issues that are identified (including removing the hazard or responding to the incident or issue where possible)
- Use safety equipment and personal protective equipment as instructed
- Participate in information, instruction, and training sessions
- Take reasonable care to not adversely affect the health and safety of other persons
- Co-operate with any reasonable policy or procedure relating to their conditions of employment with our organisation.

This policy will be made publicly available and communicated to people within our organisation.

Policy Authorised by:

Signature: 

Signed By: David Menzies

Date: 31st July 2023