

# Workplace Health & Safety Policy

## Policy

EDSS realise that working safely is vital to the ultimate success of our organisation. There can be no compromise with safety and it is the responsibility of each and every one of us. For all of our staff, safety will always take precedence over job expediency.

Management have a total commitment to, and will continue to be responsible and accountable for, the health, safety, rehabilitation and welfare of our staff, and others at our workplaces. They may delegate WH&S duties and activities but not their responsibilities. All persons directing the work of others at our workplaces are required to work with staff to achieve and maintain a high level of safety performance.

EDSS officers are committed to protect our staff by demonstrating 'Due Diligence' and invoking a primary 'Duty of Care' through effective WH&S Safety Systems, Risk Management strategies and the application of Industry-based Standard WH&S Procedures.

All staff, other persons and organisations are required to unite with us in joint objectives, which are:

- To create and maintain a safe, healthy and productive workplace, for all persons in the workplace, and develop and maintain appropriate procedures to manage the risks to their health, safety & welfare;
- To create and maintain continuous improvement strategies, systematically managing to ensure proactive hazard controls and legitimate implementation of our Policies and Procedures; and
- To ensure compliance with the Workplace Health & Safety Act 2011, and the associated Regulations, Codes of Practice and Standards and other requirements as a minimum level within all its activities.
- To reduce and keep accidents & incidents in the workplace at a level that is well below industry averages and any injuries of a minor nature reducing the requirement for workplace rehabilitation.

Staff members have a 'Duty of Care' under WH&S legislation to take care of their own health and safety, and that of their fellow workers to the extent of their capability, by following all safety rules, procedures and instructions, and by reporting all hazards, injuries or ill health.

## Objectives

The following performance objectives have been implemented as a measurement to the effectiveness of the Safety Management System.

**< 1.5 Non-Fatal Worker Compensation Claims / 100 Employees per annum**

(The Construction Industry had 1.87 Non Fatal / Serious Injury Claims per 100 Workers in 2010-2011)

**0 Fatal Worker Compensation Claims / annum**

(The Construction Industry had 3.71 claims per 100,000 Workers in 2010-2011)

**< 7.65 Lost Time Injury frequency rate (LTIFR) / annum**

(The LTIFR is the number of lost-time injuries per million hours worked. The Construction Industry standard had a LTI frequency rate of 8.6 in 2011)

Management will review these objectives on an annual basis. The Safety Reporting System will be used to record and analyse all Safety related incidents.

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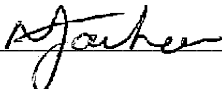
## Procedure

To implement this Policy and associated WH&S Safety Systems and Risk Management programmes, EDSS will:

- Provide appropriate support and resources in order to maintain the Industry WH&S Standard;
- Embrace the basic principles of the Industry WH&S Safety Systems and Risk Management;
- Consult with staff and participate in workplace safety groups;
- Encourage WH&S training, provide safety information and adequate supervision;
- Administer timely and cost effective rehabilitation of injured staff; and
- Notify staff of any proposed changes to Legislation and Policy.

All aspects of our compliance with the Industry-based WH&S Standard Management System will be constantly monitored with regular performance measures to review its effectiveness, and to ensure that Duty of Care is correctly applied and adequately maintained.

The WH&S policy and management systems will be reviewed on an annual basis, in consultation with Safety staff and employee representatives, and will be kept up to date with regard to legislative changes and organisational health and safety requirements.



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**Business Manager**

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