

HEALTH AND SAFETY

East Gippsland Water is committed to providing a working environment that is safe and without risks to the health of all employees and others who enter our work areas. Our commitment includes establishing and maintaining safe systems of work, plant and equipment together with appropriate training and competent supervision. This also includes fostering high levels of health and wellbeing among all staff.

Everyone has a shared responsibility for health and safety management within East Gippsland Water with the aim to eliminate unsafe conditions and unsafe behaviours. Management accepts overall responsibility for the efficacy and implementation of our health and safety management system. Management, including supervisors will always regard health and safety as their highest priority and will not knowingly place employees, contractors or other persons, including members of the general public at risk.

All employees are encouraged and empowered to call out any unsafe behaviours and actions and to immediately stop any work which they believe to be unsafe or threatens wellbeing. This is important so that immediate remedial action is taken to protect the health and wellbeing of our people, colleagues, contractors and the community.

We will continue to meet our commitments and legal obligations by:

- continuing to develop and document effective and safe systems of work and ensuring that those systems are followed
- promoting and encouraging effective consultation and communication on health and safety issues
- monitoring and maintaining the safety of plant and equipment and providing our employees and contractors with safe, good quality products, materials and equipment
- providing appropriate health and safety training for all employees
- providing appropriate facilities for employees and contractors
- providing appropriate health monitoring considering all health and safety issues when designing, purchasing or installing plant and equipment.

We will also go beyond legal compliance by:

- fostering a working environment that promotes a culture to enable open and honest feedback from all employees and contractors without fear of retribution and encouraging employees to “say it like it is”
- providing and supporting an organisational health and wellbeing program
- continuing to review and use effective performance indicators to measure the efficacy of our health and safety management system in achieving continued improvement aimed at eliminating work-related injury and illness.

For their part, all employees and contractors must:

- follow safe work practices without exception
- use appropriate equipment and tools and not alter, misuse or interfere with anything provided in the interest of health and safety
- perform all duties in a manner which considers both their own health and safety, and the health and safety of others

- identify hazards, seek improvements and model safe behaviour
- initiate affirmative action to control risks where conditions or behaviours present immediate danger so that tasks can be undertaken safely.

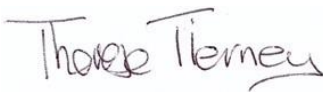
All staff are to report all hazards, incidents or near misses and to provide open and honest comments on health and safety issues.

As a team, we will ensure that individuals do not conduct or condone work which is considered to be unsafe. We are all responsible for ensuring our actions foster and promote our own health and safety and the health and safety of others.

We provide Injury Insurance for all employees and other persons deemed to be employees under the Workplace Injury Rehabilitation and Compensation Act 2013. In the event of a work-related injury we will take all necessary steps to ensure the incident does not happen again. Should one of our employees incur a work-related injury that means they are unable to continue their normal work, we will provide the necessary reasonable assistance for them to remain at work, or return to work as soon as it is possible to safely do so.

Specific elements of our Compensation, Rehabilitation and Return to Work processes are contained in SOP 149.

Executive management and the Board will review this policy two-yearly and the efficacy of the safety management systems annually.



Therese Tierney
Chairperson



Steve McKenzie
Managing Director

REVIEW:

This Policy will be reviewed two yearly.