

Purpose

This Policy states the commitment of PLH to the health and safety of all people who work in or visit our office, or our properties. This Policy applies to employees, volunteers and visitors and contractors.

Objective

PLH's overall aim is to provide a safe working environment with the expectation that no person shall come to any harm at our workplaces. PLH will monitor and measure the organisation's safety performance against this objective and seek to continuously improve our systems and procedures.

Values

The following values form the basis of achieving our aim:

- People are PLH's most valuable asset and the organisation is committed to ensuring the health and safety of everyone in the workplace.
- Everyone has a responsibility for safety: their own and that of others.
- Injuries, both physical and psychological, can be prevented and an incident-free working environment is actively pursued.
- Employees will never be criticised for walking away from a dangerous situation
- Communication and consultation are central to working together for a safer workplace.

Strategies

The strategies to implement this Policy include:

1. Strategic planning processes led by PLH's Board to achieve our WHS objectives.
2. The implementation, maintenance and review of PLH's WHS Management Schedule.
3. The implementation and maintenance of PLH's Risk Management Framework (consistent with International Risk Management Standard ISO 31000:2018)
4. Documentation and communication of WHS responsibilities for all employees.
5. Ensuring foreseeable hazards are identified, assessed and controlled.
6. Provision of appropriate WHS training and dissemination of WHS information to all employees and contractors.
7. Consulting with PLH's Board, employees and contractors about decisions that may affect WHS.
8. Provision of adequate human and financial resources to ensure effective implementation of the WHS Management System.
9. Employee-elected WHS Committee that meets regularly with representatives of each operational team.
10. Publication of this Policy at the PLH office reception, on our intranet and website.

Compliance

PLH will comply with the NSW [Work Health and Safety Act 2011](#), [WHS Regulation 2017](#) and other relevant legislation. It is important to understand that failure to follow Safe Work Procedures, bypassing a risk control measure or interfering with another person's efforts to work safely may lead to prosecution under the WHS Act and will also be dealt with under the PLH Code of Conduct.

Policy Owner	Executive Manager, People & Culture
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