



WORKPLACE HEALTH AND SAFETY POLICY

1. OVERVIEW

This policy along with Strait Support's online WHS Management System (iAuditor) contributes to providing and maintaining a safe and healthy workplace for all workers (including contractors) as well as clients, visitors and members of the public.

2. OBJECTIVES

- Provide a workplace that is free from risks to health and safety by implementing the highest possible standards to protect workers' health, safety, mental and social wellbeing.
- Engage and consult with all workers and others affected by our business or undertakings to ensure hazards are identified and the risks associated with them removed or reduced to the greatest degree.
- Create a workplace environment where workers and others affected by our business or undertakings are encouraged and supported to raise health and safety issues and help reduce and manage them.

3. APPLICATION OF THE POLICY

This policy applies to all business operations and functions, including those situations where workers are required to work off-site. The policy does not form part of an employee's contract of employment with Strait Support Pty Ltd.

4. OBLIGATIONS

Management is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of employees, contractors, authorised visitors, and anyone else who may be affected by our business or undertakings.

Strait Support Pty Ltd are committed to ensuring we comply with the Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011, relevant Codes of Practice and relevant Australian Standards.

5. RESPONSIBILITIES

Each management representative (e.g. supervisor) is accountable for implementing this policy in their area of responsibility.

Management Responsibilities:

Management will ensure, as far as is reasonably practicable, the health and safety of:

- All workers engaged, or caused to be engaged by us
- All workers whose activities in carrying out work are influenced or directed by us
- Other people, by ensuring they are not put at risk from work carried out as part of our business undertakings

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Management will also:

- Provide and maintain a work environment free from risks to health and safety
- Provide and maintain safe plant (equipment), structures and safe systems of work
- Ensure the safe use, handling and storage of plant (equipment), structures and substances
- Provide adequate facilities for the welfare of workers in carrying out work
- Provide any information, training, instruction or supervision that is necessary to protect all people from risks to their health and safety arising from work activities
- Ensure that the health of workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury of workers arising from our business
- Consult with workers on all matters relating to health and safety

Worker Responsibilities:

While at work, our workers must:

- Take reasonable care for their own health and safety
- Take reasonable care that what they do, or what they do not do, does not adversely affect the health and safety of other people
- Comply (so far as they are reasonably able to) with any reasonable instruction given by management
- Co-operate with any reasonable policy or procedure for work health or safety that has been communicated to them
- Not misuse or interfere with anything provided for work health and safety
- Report all incidents and near misses immediately, no matter how trivial
- Engage in consultation with management to identify, assess and control hazards and the effectiveness of such controls
- Report all known or observed hazards to their supervisor or manager.

Strait Support demands a positive, proactive attitude and performance with respect to protecting health, safety and the environment by all employees, irrespective of their position. We seek the co-operation of all workers, contractors, visitors and others whom may be affected by our business or undertakings.

We encourage and support suggestions to create a safe working environment as a result of all possible preventative measures being taken.

6. BREACH OF POLICY

Failure to comply with this policy may result in performance management or disciplinary action.

7. VARIATION

Strait Support Pty Ltd reserves the right to vary, replace or terminate this policy from time to time and in accordance with regulatory requirements, changes in legislation or at the organisation's discretion.

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