



SAFETY, HEALTH AND WELLBEING POLICY



1. Overview

1.1 Policy at a glance

At Hunter Water the Safety, Health and Wellbeing (SH&W) of our people and the communities we serve is our highest priority. We are committed to achieving and maintaining a positive SH&W culture where all of our people are valued and SH&W is seen as the highest business priority. We aspire to be a workplace that prevents work related injuries and ill health caused by physical and psychosocial hazards. We strongly support a co-operative and inclusive work environment that promotes participation, collaboration, partnering, consultation and innovation.

1.2 Scope

This policy commits Hunter Water to ensuring the provision of a safe and healthy workplace for all our people including employees, contractors, labour hire personnel, volunteers and visitors, members of the public and interested parties who may be affected by Hunter Water Corporation.

2. Policy statement

2.1 Policy framework

Hunter Water is committed to providing a healthy and safe workplace by:

- Promoting a positive culture where everyone is responsible for Safety, Health and Wellbeing through our behaviours, our decision making and the way we conduct business, in accordance with our values, namely:
 - **Wellbeing;** This policy is our statement of commitment to wellbeing in the broadest sense. We prioritise the wellbeing of our people, including their safety and their health. We want our people to be safe, live well and thrive.
 - **Trust:** We trust and empower our people to work in a safe manner, to manage hazards and address safety concerns. We will ensure our people are capable of working in a safe manner and our people can rely on their colleagues. We will continue to ensure we have robust systems of work that can be relied upon to ensure the safety health and wellbeing of our people such as our integrated management systems.
 - **Learning;** We proactively learn from the experience of others, and openly share our learnings, to make our workplace a safer environment. We treat each incident or near miss as an opportunity to learn and be better.
 - **Inclusion:** Our commitment is to all of our people and we rely on the diversity of perspectives that all of our people bring to the organisation. These perspectives help us provide a safe and healthy environment where wellbeing is preserved and promoted.
 - **Leading;** Every single person has a leadership role, to identify and act in the interests of safety, health and wellbeing, to raise concerns, to stop unsafe work practices or to apply innovation and continuous improvement to help make our workplace a safer environment.
- Developing, implementing and maintaining a systematic work health and safety management system that ensures compliance with applicable work health and safety legislation, Codes of Practice, and Australian Standards; and
- Establishing measurable objectives and targets aimed at managing risks and effectively controlling hazards that may cause injury or illness to our workers.

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3. Application of policy

At Hunter Water we promote maturity in safety, health and wellbeing leadership through:

- Encouraging and supporting innovative, healthy and safe work practices.
- Allocating sufficient financial and human resources for the effective implementation of the work health and safety management system.
- Communicating information and consulting with workers about safety, health and wellbeing matters.
- Integrating safety, health and wellbeing into all aspects of our business and promoting a reporting and learning culture where workers are provided the necessary training, skills and education to fulfil their roles.
- Implementing risk management principles and practices that effectively manage and mitigate risk across the business.

The following responsibilities are essential for Hunter Water to provide a healthy and safe workplace:

- The Managing Director, the Board and the Executive Management Team have responsibility for, and are committed to, the effective implementation of this policy.
- Group Managers will support managers/supervisors to fulfil their health and safety responsibilities and accountabilities.

Employees, contractors and visitors have a responsibility to take care for their own health and safety and the health and safety of others and comply with any policy, procedure or instruction.

4. Associated regulations and standards

Document Type	Title
Act	NSW WHS Act 2021
Regulation	NSW WHS Regulation 2017
Plan	Hunter Water Towards 2024 Business Plan
Strategy	Safety, Health and Wellbeing Strategy 2021

5. Definitions, acronyms and abbreviations

Term	Definition
SHW	Safety, Health and Wellbeing

Signed: 
Darren Cleary
Managing Director

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