



# GRIP LEADERSHIP

## Workplace Health and Safety Policy

### Introduction

GRIP Leadership Pty Ltd recognises and acknowledges its obligations to take all practicable action to protect the Health and Safety of its employees, volunteers, customers and visitors. GRIP Leadership Pty Ltd is committed to ensuring that work practices and procedures adopted throughout GRIP Leadership Pty Ltd fulfil legislative Workplace Health and Safety requirements.

### Purpose

The purpose of this policy is to ensure that, so far as it is reasonably practicable, all employees, volunteers, customers and visitors remain free from injury and risks to health whilst on the premises of GRIP Leadership Pty Ltd.

### Outcome

We aim to provide the necessary safety, training, rehabilitation program and resources to ensure provision of a safe workplace and to promote WHS awareness throughout GRIP Leadership Pty Ltd.

### Policy

Management and workers shall consult and cooperate to ensure all practical measures are taken to maintain a safe and healthy working environment. Such consultation shall conform to this Policy and the relevant State Legislation.

As well as being beneficial to their own interests, management and workers have a legal obligation to ensure that health and safety provisions are implemented in a timely fashion and are effective.

All managers and workers shall comply with the following policy requirements:

- a) Managers shall at all times ensure that all persons for whom they are responsible, work in a safe manner and that work is undertaken in a safe environment.
- b) All workers shall be actively involved in the WHS program to minimise risks and to provide input into the development of safe work procedures.

- c) In the event of an accident, injury, damage or near-miss incident occurring, full details of the incident shall be immediately reported to the Managing Director, who shall comprehensively investigate the incident and implement or recommend appropriate action to avoid any recurrence.
- d) All workers have access to effective health and rehabilitation services.
- e) All workers shall receive appropriate and adequate training to enable them to carry out their work safely, without risk to themselves or to others at the workplace.
- f) All work operations shall comply with both the written and implied intention of all applicable Workplace Health and Safety legislation.
- g) All workers shall take reasonable care to protect their own health and safety by complying with endorsed safe work procedures and other WHS requirements.
- h) All workers shall do their utmost to ensure that the health and safety of other persons is not compromised through any act or omission on their behalf.
- i) All workers shall cooperate with reasonable instructions issued for the protection of their personal health and safety, and for the health and safety of others at the workplace.
- j) The success of this policy is dependant upon the commitment and involvement of all personnel.

Every worker should expect to be able to work safely and without injury; managers have an obligation to ensure they are able to do so. Working safely is also an accountability of every worker. It must be a habit of mind that is not switched off when the worker leaves the workplace.

GRIP Leadership Pty Ltd is committed to continuous improvement in all areas of safety and health, towards a goal of zero harm to people and the environment.