

# Workplace Health and Safety Policy



Rocky Bay is committed to providing high quality safety, health and well-being standards and preventing workplace injuries by taking a risk management approach for all service offerings.

Rocky Bay controls risks in the workplace using the hierarchy of control system to prioritise the most effective interventions to eliminate and minimise hazards in our workplaces.

## Scope

All workers, contractors, volunteers, customers, visitors, and members of the public that Rocky Bay's work may impact.

## Our Values and Our Safety Culture

### Providing excellent customer service

We keep health, safety, and wellbeing at the forefront of everything we do. We believe safety is an integral part of excellent customer service and a positive workplace.

### Looking for better ways

We take proactive measures to identify and address potential workplace hazards. We have safe systems of work and report hazards and incidents. We conduct investigations appropriately to prevent future injury and harm in the best way that we can.

### Working together

Safety is everyone's responsibility. We believe consultation is key to a better health and safety environment, and culture. We consult internally and externally, so all stakeholders receive the appropriate duty of care throughout our service offerings.

### Being professional and accountable

We recognise that everyone in our organisation has responsibilities for health and safety. We view accountability positively by providing procedures and communication systems to support leaders and their teams in meeting safety and health obligations.

## Our Commitment

We demonstrate our commitment to health and safety by:

1. Complying with all relevant WHS legislation
2. Providing clear policies and procedures to minimise health and safety risks in our work processes and procedures
3. Promoting and facilitating communication and consultation that supports our WHS systems
4. Providing suitable safety, health, and well-being training
5. Promoting an upright safety culture with strong foundations from organisational values
6. Maintaining and continuously improving our safety management system
7. Monitoring and evaluating our safety and health performance with transparency, feedback and support from the Executive and Board

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A note from our Chief Executive Officer, Michael Tait:

*As CEO, I am committed to health and safety at Rocky Bay; there is nothing more important than the safety and well-being of our workforce, customers and visitors. As an organisation, we aim to have all the resources you need to complete your work tasks safely. There is always time for safety.*

A handwritten signature in black ink, appearing to read "Michael Tait".

**Michael Tait**  
Managing Director & CEO

A handwritten signature in black ink, appearing to read "Allison Adams".

**Allison Adams**  
Chief People and Risk Officer