

# Work, Health and Safety Policy

## Statement and purpose of policy

Healthcare Australia Pty Ltd (Healthcare Australia), and its wholly owned subsidiary group of companies and businesses operating in Australia and New Zealand, are committed to providing and maintaining a safe and healthy working environment for our employees, contractors, and visitors.

As a leader in the provision of staff and direct health services in the Health industry, we are cognisant of the risks and hazards that are inherent to the industry, and to that end, we will endeavour to ensure all activities are conducted in a safe manner to minimise harm to persons within the scope of our operations.

Healthcare Australia has a measured, detailed and analytical approach to its Work Health & Safety responsibilities, through the setting of realistic targets and achievable key performance indicators, combined with proactive review and monitoring of our management systems to ensure we are compliant to industry standards and legislation.

As we continue to develop and refine our safety systems, we will promote, implement and educate all changes in systems and processes through responsive training and consultation.

## Purpose

In fulfilling Healthcare Australia's duty of care, every reasonably practicable effort will be made to provide a working environment that minimises incidents of risk or personal injury, ill health or damage to property is taken, and includes but not limited to:

- Ensuring the safety of our employees working under the supervision and control of Host sites,
- Providing safe and suitable premises of work and facilities.
- Providing safe machinery and substances to work with and monitoring the condition of equipment and procedures.
- Providing safe systems of work through proactive and effective hazard identification and implementation of controls.
- Engage the support and active participation of all employees to achieve excellence in health and safety performance for Healthcare Australia.

## Scope

The Policy applies to Healthcare Australia and companies within the group in Australia and New Zealand, and is binding on its employees, contractors, visitors, other persons and or end users of our premises:

- whilst present in any premises, vehicle or facility owned, occupied or managed by Healthcare Australia; and or,
- whilst present in any premises, vehicle or facility owned, occupied or managed by a Host or Client of Healthcare Australia; and or,
- whilst a person employed or contracted to Healthcare Australia and is defined as a worker under the relevant legislation and is within any premises or facility owned, leased, occupied or managed by third party; and or,
- in the course of, or as a result of any recreational, social, occupational, educational, commercial activity Healthcare Australia endorsed whatever its location.

## Accountabilities and Responsibilities

Each level of management within Healthcare Australia is accountable and or responsible for safety within the workplace. Management and those who have supervisory roles are to make every endeavour to raise awareness and knowledge of the company policies, management plans, and procedures with staff under their supervision and or control. All our employees are to participate and cooperate with workplace safety initiatives and as such are proactive in their behaviour to maintain a safe workplace and to adhere to all in-force policies and procedures.

Signed:   
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Sanjeev Rajendran

Date: 1/05/2023