

Workplace Health & Safety Policy

Blu By Adcorp is one of Australia's leading workforce management and labour hire companies. Blu By Adcorp is committed to providing a safe work environment to all employees (on-hire and internal staff), contractors and others. As a provider of outsourced employment solutions, we recognise the importance of continually seeking new ways to reduce WH&S risks and minimising workplace incidents.

In order to achieve this goal and remain an employer of choice, Blu By Adcorp is committed to the following:

- develop, implement and continually improve the effectiveness and efficiency of our WH&S Management System in conformance with the requirements of the most current version of the ISO Occupational Health and Safety Management Systems Standard
- Provide a:
 - workplace health and safety system, including holding statutory liability insurance, which complies with relevant legislation and industry standards, and includes continual improvements through ongoing monitoring, reporting and workplace consultation.
 - consultative process entailing WH&S Committees, workforce H&S Representatives and Managers where required.
 - worker's compensation and injury management systems that promote timely and safe return to work and includes processes to identify opportunities for prevention of similar incidents in the future.
- creating a workplace culture which is focused on equality and respect, which supports people to take bystander action and takes a zero-tolerance approach to sexual harassment, sex-based harassment, behaviour that may result in a hostile workplace environment and victimisation.
- monitor and comply with statutory, client and industry requirements.
- apply a risk management approach to identify, assess, and control workplace hazards including Psychosocial hazards. Psychosocial hazards and factors are anything in the design or management of work that increases the risk of psychological harm. The hazards are based on both job demands (workplace factors that can cause stress) and job resources (workplace factors that can protect you from stress).
- work collaboratively with our clients (host employers) to ensure minimum safety standards are maintained and workplace incidents are investigated to determine cause and identify additional controls and actions.
- ensure regular and effective WH&S consultation and communication with our clients (host employers) and employees.
- continually strive to improve our WH&S performance by establishing clear and measurable objectives and targets, aimed at the elimination of work-related injury and illness.
- report our health and safety performance to stakeholders and interested parties.
- create a safety culture where employees are encouraged to think, work and live in a healthy and safe manner including mental health.
- ensure adequate health and safety resources are provided to employees to undertake their duties in a safe and professional manner, including appropriate training, information, equipment and facilities.
- hold all employees, contractors and volunteers accountable for fulfilling our health and safety requirements and obligations.
- employees/workers should be aware that they have the right to remove themselves from any work situation that they may consider dangerous to their health or life.
- effectively manage the rehabilitation process of injured employees to help achieve an early return to employment.

Workers Responsibilities:

Every worker has their own workplace health and safety obligations. All workers must:

- take reasonable care for their own health and safety at work, and the health and safety of their co-workers and others who may be affected by their actions or inaction at work.
- follow any reasonable instruction that is given by Blu By Adcorp and its clients in relation to health and safety.
- engage and co-operate with the company in initiatives to improve workplace health and safety.
- take responsibility for their personal workspace, and maintain a safe work area that reduces risks to others; and
- report any safety concerns, unsafe conditions, accidents, incidents or near misses to their Blu By Adcorp representative or Blu By Adcorp's clients site safety representative.

Visitors and Customer Responsibilities:

Visitors and customers who attend Blu By Adcorp and Blu By Adcorp's client sites, offices and other workplaces must:

- take reasonable care for their own health and safety at work, and the health and safety of their co-workers and others who may be affected by their actions or inaction at work.
- follow any reasonable instruction that is given by Blu By Adcorp and Blu By Adcorp's clients in relation to health and safety.
- engage and co-operate with the company in initiatives to improve workplace health and safety.
- take responsibility for their personal workspace, and maintain a safe work area that reduces risks to others; and
- report any safety concerns, unsafe conditions, accidents, incidents or near misses to their Leader or site safety representative.

Compliance:

All workers are required to comply with this Policy. A breach of this Policy may result in action being taken by Blu By Adcorp which, for employees, may include disciplinary action up to and including termination of employment, and for contractors, may include termination of their contract with Blu By Adcorp.

Related Documents:

- Code of Conduct (PO-008)
- Drug & Alcohol Policy (PO-003)
- Sexual Harassment Policy (PO-059)

Safety is our first and foremost priority. All employees, contractors and volunteers are obliged to comply with our Workplace Health & Safety Management System to ensure the effective implementation of this Policy and the safety of themselves, their colleagues and the general public.

Approved by



Zebulun Riddell
Managing Director
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