



Clean Up Australia

Work Health and Safety Policy

Purpose

Clean Up Australia (CUA) is committed to providing a safe and healthy workplace for all workers, contractors, visitors, volunteers and others who may be affected by our operations by providing our people with a culture and workplace focused on prioritising physical and psychological health and safety.

This policy outlines our dedication to complying with the *Work Health and Safety Act 2011*, *Work Health and Safety Regulations 2011*, applicable Codes of Practice, and other relevant safety guidance material. We aim to achieve a consistently high standard of safety performance through a structured approach to health and safety management.

Date of Effect

This policy is effective from 1 September 2025.

Statement of Commitment

Clean Up Australia, as the Person Conducting a Business or Undertaking (PCBU), is committed to:

- Ensuring, so far as is reasonably practicable, the health and safety of workers (including employees, contractors, labour hire workers, outworkers, apprentices, students, or volunteers) while they are at work.
- Ensuring the health and safety of other persons (e.g., visitors, clients, or the public) is not put at risk from work carried out as part of our operations.
- Providing and maintaining a work environment without risks to health and safety, including safe plant, structures, and systems of work.
- Eliminating or minimizing risks to health and safety through ongoing risk management processes.
- Fostering a culture of continuous improvement in WHS performance.

We will take all reasonably practicable measures to eliminate or minimise risks to health, safety, and welfare.

Objectives

- To prevent workplace injuries, illnesses, and incidents.
- To identify, assess, and control hazards and risks in the workplace.
- To provide adequate resources, information, training, and supervision to enable safe work practices.
- To consult with workers and their representatives on WHS matters.
- To comply with all legislative requirements and promote best practices in WHS.

Responsibilities

- **Management/PCBU (CUA):** Must ensure the health and safety of workers and others; provide safe systems of work; consult with workers; monitor and review WHS performance; and allocate resources for WHS implementation. The CEO is responsible for endorsing this policy and overseeing its application.
- **Supervisors/Managers:** Identify and control risks in their areas; ensure workers are trained and competent; report incidents; and promote safe behaviours.
- **Workers:** Take reasonable care for their own health and safety; follow safe work procedures; report hazards, incidents, or near-misses; and cooperate with WHS initiatives. Workers must not adversely affect the health and safety of others through their acts or omissions.

Consultation and Communication

Open communication is essential for a safe workplace. Workers are encouraged to:

- Raise WHS concerns or suggestions.
- Participate in consultations, safety meetings, and risk assessments.
- Provide feedback on WHS matters.

CUA will consult with workers when identifying hazards, making decisions on WHS, or changing work processes.

Risk Management

Hazards will be identified, assessed, and controlled using the hierarchy of controls:

1. Elimination (remove the hazard).
2. Substitution (replace with a less hazardous option).
3. Isolation (separate the hazard from people).
4. Engineering controls (e.g., guards or ventilation).

5. Administrative controls (e.g., training or procedures).
6. Personal protective equipment (PPE).

Risk assessments will be conducted regularly, especially for high-risk activities, and reviewed after incidents or changes.

Training and Competency

All workers will receive WHS induction training and ongoing education specific to their roles. Training needs will be analysed, and competencies assessed to ensure safe task performance. Records of training will be maintained.

Incident Reporting and Investigation

All incidents, near-misses, injuries, and illnesses must be reported immediately to the CEO. Investigations will identify root causes, and corrective actions will be implemented to prevent recurrence. Notifiable incidents will be reported to the relevant regulator (e.g., SafeWork Australia or state authority) as required by law.

Resources

CUA will provide necessary resources, including time, budget, equipment, and personnel, to implement this policy effectively.

Review and Continuous Improvement

This policy will be reviewed annually, or following significant changes, incidents, or legislative updates, in consultation with workers. Performance will be monitored through audits, inspections, and key performance indicators (e.g., incident rates).

Signed:



Jenny Geddes, CEO

Date: 1 September 2025