

# Work, Health and Safety Policy

Policy No: QD 4001

Version No: 7

Version Date: 14/06/2022



# Work, Health and Safety Policy

## Purpose

To define Endeavour Foundation Group’s (Endeavour Foundation) commitment to providing and maintaining a safe work environment for the health and well-being of all workers, contractors and visitors.

## Scope

This policy applies to all Endeavour Foundation Group business operations and interests. Endeavour Foundation Group expects its Board of Directors, Executives, Senior Leadership Team, employees, contractors and volunteers to adhere to this policy.

## Policy

It is Endeavour Foundation’s view that everyone has the right to come to work and return home without being harmed or injured.

Endeavour Foundation expects all workers, contractors, and visitors to comply with Work Health and Safety (WHS) policies and procedures and to conduct themselves in a safe manner, not placing themselves or others at risk of harm or injury.

Consistent with this belief and Endeavour Foundation Group’s commitment to ‘Zero Harm’, Endeavour Foundation commits to:

- compliance with all relevant Commonwealth, State and Territory safety based legislative requirements, regulations, standards, and codes of practice
- applying the Model Work Health and Safety Act and Regulations 2011 as the minimum standard for the organisation
- developing a WHS & Injury Management Strategic Plan that incorporates measurable objectives and targets to ensure continuous improvement of the WHS & Injury Management Systems
- effective consultation and communication processes for all safety related issues and events
- safety related responsibilities and accountabilities are delegated to appropriate key stakeholders
- a system of safety risk management that enables:
  - identification and elimination of hazards
  - assessment, control, and monitoring of risks so far as is reasonably practicable
  - incident investigation and reporting
  - management of corrective and management actions

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- the elimination of unsafe acts and unsafe conditions relating to plant and equipment used in organisational activities
- appropriate training, information and instruction is provided to ensure all personnel perform their roles safely and conduct safety activities to promote and enhance the organisational zero harm culture
- health and safety management performance and trends are monitored, reported and reviewed to promote safety initiatives, injury prevention and to identify areas for improvement.

**David Swain**  
Chief Executive Officer  
14 June 2022

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## Work, Health and Safety Policy

### Document Information

<b>Department</b>	People and Wellbeing
<b>Portfolio</b>	Safety and Wellbeing
<b>Document EGM</b>	Shannon Richards
<b>Document owner</b>	Kayleen Biglands, Head of Safety and Wellbeing
<b>Review period (in months)</b>	24
<b>Purpose (for new documents)</b>	N/A
<b>Rationale for change/s (legislative, review due etc)</b>	Update into new template
<b>Action/s required</b>	Nil

### Document Amendment History

<b>Version</b>	<b>Date</b>	<b>Section(s) amended</b>	<b>Summary of amendment</b>
7	14/06/2022	All	Updated Template. Updated text “Endeavour Foundation” to “Endeavour Foundation Group”. Wording amended for change of intent and perspective of current WHS management approach. CEO signature updated – new CEO.

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