

WORK HEALTH & SAFETY POLICY



OUR COMMITMENT

We are committed to the wellbeing of our workers, volunteers, visitors, and the communities associated with our business.

OUR GOAL

We aim to reduce the incidence and severity of accidents, injuries, and workplace illnesses caused by our activities, and to improve the health and wellbeing of people working for or on behalf of Triathlon NSW (TNSW).

OUR PLAN

We are committed to:

- Developing, effectively implementing, and reviewing this Work Health and Safety (WHS) Policy.
- Promoting a culture of continuous improvement in work health, safety, and wellbeing.
- The risk management process and ensuring consistency with the nature of our workplace activities and scale of WHS risks.
- Complying with relevant WHS legislation and other requirements placed upon the organisation or to which we subscribe.
- Establishing measurable objectives and targets for work health and safety to ensure continuous improvement aimed at eliminating work-related illness and injury.
- Providing appropriate WHS training to all workers and volunteers.
- The consultation process to ensure all workers and affected Persons Conducting Business or Undertaking (PCBU) are included in the decision-making processes impacting on work health and safety.
- The dissemination of WHS information to all workers.
- Implementing the provisions of this Policy consistently in everything that we do.

RESPONSIBILITIES:**Persons Conducting Business or Undertaking (PCBU)**

As the PCBU, TNSW has the responsibility, so far as is reasonably practicable, to eliminate risks to the health and safety of its workers, and when elimination is not possible, to minimise those risks.

Officers

As TNSW's Officers for the purposes of the WHS Act 2011, the Chief Executive Officer and each Director, are committed to exercising due diligence by ensuring TNSW complies with its WHS duties and obligations. This is achieved by acquiring knowledge of, and keeping up to date with, WHS matters, understanding the hazards and risks associated with TNSW's operations, and providing and verifying the adequacy of resources and processes to eliminate and reduce workplace risks to their workers. TNSW's Officers consider information regarding incidents, hazards and risks, and commit to responding in a timely way to that information.

- **The Chief Executive Officer:**

The Chief Executive Officer is involved in the development of this Policy and therefore endorses and supports the implementation of the Policy and the associated WHS programs.

The Chief Executive Officer is committed to exercising due diligence in accordance with TNSW's Work Health and Safety Management System, ensuring the appropriate resources to establish and maintain a consultative and systematic approach to WHS and injury management under this Policy.

- **Directors:**

Each Director is responsible and accountable for supporting this Policy and WHS programs in their areas of control and will support workers in fulfilling their WHS obligations and responsibilities.

Workers

Workers are everyone who conducts work for, or with TNSW and includes the Chief Executive Officer, Directors, employees, volunteers, contractors, and labour hire staff.

Each worker is required to take reasonable care for his or her own health and safety, and make sure that their acts or omissions do not adversely affect the health and safety of other persons.

Workers must also comply, so far as the worker is reasonably able, with any reasonable instruction that is given by TNSW regarding work health and safety and to abide by the policies and procedures of TNSW relating to health or safety.

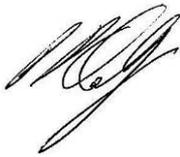
Health & Safety Committee:

The Health & Safety Committee ensures a consultative approach is maintained and employees are advised and involved in changes that affect WHS.

Visitors

All visitors entering the TNSW's office are required to remain in the company of workers of TNSW at all times, and follow all safety related instructions. Failure to observe a direction will result in removal from the office. This also applies to any other workplace that is controlled by TNSW, such as a coaching or training course.

The WHS Management System used by TNSW provides the framework for setting and reviewing measurable objectives and targets to ensure continual improvement aimed at the elimination of all workplace injury and illness. Individual commitment and a team effort is essential to ensure that hazard identification and risk management become everyone's responsibility. Periodic reviews of the system will ensure that it remains relevant and effective for all of TNSW's operations.



Phil Dally

Chief Executive Officer