

# Health, Safety & Wellbeing Policy

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## Aim

At TasWater we believe that all our work can be done safely, and that our people and partners play a vital part in providing a healthy and safe work environment.

## Policy

We commit to providing a healthy and safe work environment for our people, partners, and community by:

- Fostering a just and fair culture where leaders purposefully drive health, safety, and wellbeing outcomes as part of everyday business activities.
- Providing a physically and psychologically safe work environment which supports our people to be healthy, well and thriving.
- Embedding safe systems of work which prioritise health and safety and achieve business objectives whilst minimising risks to people.
- Identifying and reducing the risks associated with physical and psychosocial hazards arising from TasWater’s business activities so far as is reasonably practicable.
- Listening to our people, their representatives, and our partners, and actively involving them in decisions that keep them healthy and safe.
- Complying with applicable laws, regulations and standards.
- Establishing meaningful metrics and objectives to measure our effectiveness, and encouraging innovation and review to embed continuous improvement.
- Providing information, training and instruction to our people and partners so our people understand how they contribute to a healthy and safe workplace.
- Providing appropriate resources and processes to meet our commitments and encouraging innovation from our people and partners to drive health, safety and wellbeing outcomes.
- Supporting the wellbeing of our people by preventing injury and illness, and where injury or illness occurs, supporting our people to remain in, or return to, meaningful and valued work.

<b>Version</b>	4.0 Health Safety & Wellbeing Policy TASPOL13	
<b>Previous Version</b>	3.0 Health Safety & Wellbeing Policy	
<b>Approved By</b>	Dr Stephen Gumley, Board Chair	28/03/2023
<b>Board or Board Committee meeting</b>	Board meeting	28/03/2023