

Work, Health and Safety Policy

WaterNSW supplies and seeks to improve availability of water that is essential for water users and the communities throughout NSW. We do this through source water protection, bulk water supply, system operation, infrastructure planning, delivery and operation, customer water transactions and information services. The nature and locations of many of WaterNSW operations means that we operate in hazardous environments and constant vigilance is required to deliver our safety objectives.

Commitment:

Our vision is that together, we operate as an incident and injury free business. The workplace includes anywhere our people are working from, this may change from day-to-day. We consider innovative processes to enhance safety and have supporting programs to capture our commitment to zero harm at work and at home.

WaterNSW is committed to complying with all WHS legislative and compliance obligations and the prevention and minimisation of workplace illness and injury to employees, contractors, visitors, and members of the public. WaterNSW will strive to continually improve our work health and safety (WHS) management system and performance because Safety is who we are, it's how we do things. We all have a shared responsibility for keeping ourselves, our fellow employees and the public safe.

Actions:

In support of our commitment and accountability WaterNSW, so far as is reasonably practicable, will:

- Provide and maintain safe and healthy working conditions for the prevention of work-related injury and ill health.
- Establish and maintain WHS business objectives and leadership performance measures.
- Comply with all WHS legal requirements and relevant industry standards.
- Identify reasonably foreseeable hazards that could give rise to health and safety risks across work activities and manage those risks by either eliminating or minimising the risk so far as is reasonably practicable.
- Provide information, training, instruction and supervision to maintain a safe place of work.
- Maintain and continually improve an effective WHS management system.
- Engage employees and employee representatives to facilitate meaningful consultation and participation regarding WHS matters.
- Monitor the health, safety and wellbeing of employees and workplace conditions.
- Proactively support physical and psychosocial safety initiatives to ensure that it is the primary consideration in all employee and contractor activities.
- Assign clear WHS responsibilities to executive, managers, supervisors, employees, and visitors.
- Prioritise the provision of resources to ensure the objectives of this policy are met.

Accountability:

All employees, contractors and visitors will:

- Work safely at all times to protect themselves and others, in order to go home safely every day.
- Identify, report and record all hazards, incidents, near misses or safety concerns to help prevent harm to others (employees, contractors, visitors, and the public) in the workplace.
- Participate in relevant hazard and risk management activities including being prepared to cease unsafe work.
- Cooperate on all matters relating to WHS including supporting safety improvement initiatives related to physical and psychosocial safety and wellbeing.
- Comply with the WaterNSW Safety Commitments, WHS Management System including all safety policies, procedures and any reasonable instruction given by WaterNSW.

Managers will:

Observe all legal WHS requirements and ensure safe work practices are maintained at all times. Provide visible leadership by promoting WHS at every opportunity and leading by example. Communicate and consult with employees on matters relating to WHS. Ensure appropriate resources and processes are available to eliminate or minimise risks to health and safety. Support WHS policy objectives and compliance with the WHS management system.

Approved by
The Board of WaterNSW.

28th November 2023