Work Health Safety and Wellbeing – Policy Statement

ENVIRONMENT PROTECTION AUTHORITY

Safety and wellbeing are everyone's responsibility

Our EPA commitments

- Safety and wellbeing are rights, not options.
- Everyone including employees, contractors, volunteers, clients and visitors has a responsibility for safety and wellbeing; their own and that of others.
- Our target is for zero injuries and work-related harm.
- Developing and implementing our work health safety and wellbeing (WHS and Wellbeing) management system to meet current legislative standards requirements.
- Developing and implementing WHS and Wellbeing plans, policies and procedures.
- Identifying, assessing and controlling physical and psychosocial hazards to eliminate risks so far as is reasonably practicable, or minimise them where elimination is not possible.
- Promoting a safe, healthy and respectful workplace that supports both physical and psychological health.
- Preventing and responding to inappropriate workplace behaviours, including bullying, harassment, discrimination, occupational violence and other psychosocial risks.
- Managing workload, work design, organisational change and other work-related factors that may impact psychological health and wellbeing.
- Providing induction, training and education to enable all workers to work safely and to recognize and manage physical and psychosocial risks.
- Consulting with all workers, including employees, volunteers and contractors, about decisions that may affect their health, safety and wellbeing.
- Providing adequate human and financial resources to support WHS and Wellbeing requirements and worker wellbeing programs.
- Regularly reviewing our system against measurable objectives and targets to ensure continuous improvement in WHS and worker wellbeing.
- Ensuring effective communication about WHS and Wellbeing matters occurs with all stakeholders including employees and unions.

While at work, all workers, including employees, volunteers and contractors, will:

- Take all reasonable care to ensure healthy and safe work practices are always implemented and by always operating in a safe and appropriate manner.
- Identify and support measures to eliminate or minimize physical and psychosocial hazards, including reporting all incidents, near misses, hazards and concerns.
- Contribute to a respectful, inclusive and psychologically safe workplace.
- Assume personal responsibility for their own safety and wellbeing.
- Comply with any reasonable direction to follow a safety policy, procedure or instruction given by management or an authorised employee.

We will comply with the *Work Health and Safety Act 2012*, associated regulations and Codes of Practice and relevant Employment Directions.

This policy statement applies to all business operations and functions.

Catherine Murdoch

CHIEF EXECUTIVE OFFICER
17 September 2026