

Work Health and Safety Policy

Policy Statement

Activ is committed to providing our people with a safe and healthy place to live and work. We are committed to ensuring the continuous improvement of safety, health and wellbeing of our customers and all persons associated with Activ.

This policy supports our people to actively demonstrate safe behaviours in line with Activ's values.

Our Approach

Activ will actively promote a positive safety culture by:

- Providing and maintaining safe and healthy workplaces and ways of working;
- Proactively identifying and eliminating hazards and managing health and safety risks to which our people and others are exposed;
- Giving our people, contractors, visitors and others involved with Activ, the appropriate instruction, information, training and support to follow the law, our policies, procedures and other rules about health and safety;
- Providing a process for consultation with and participation of workers and workers' representatives;
- Ensuring all levels of management lead by example and are held accountable for carrying out their health and safety responsibilities;
- Ensuring sufficient financial and physical resources are available to meet the objectives of Activ's Work Health and Safety Management System (WHSMS);
- Fulfilling all legislative, regulatory and industrial requirements;
- Promoting both physical and mental/psychological health in the workplace;
- Proactively managing ill and injured employees to safely remain or return to work following a work or non-work-related injury or illness;
- Setting, measuring and reporting performance against WHS objectives; and
- Implementing an 'Evaluate, Educate and Enforce' approach to continually improve Activ's WHSMS.

SCOPE

This policy applies to all Activ staff, supported employees, volunteers, work experience placements, managers, Board Directors of Activ and contractors, as well as all business operations, including those situations where our people are required to work off-site

RESPONSIBILITY

The Chief Executive Officer has the overall responsibility for Activ's Work Health and Safety Policy and the associated Management system.



Chief Executive Officer



Health and Safety Representatives



October 2023