

Policy title	<b>Work health and safety policy</b>
Policy number	EP005
Owner	Managing Director
Date effective	01 July 2025
Date of next review	30 June 2028

## 1 Purpose

In keeping with its vision and values, all Estuari People can expect to work in a safe environment. The purpose of this policy is to demonstrate Estuari’s commitment to ensuring a safe workplace; promote a consistent approach to health and safety across the organisation; and guide decision making and action in relation to workplace health and safety.

## 2 Scope and audience

This policy applies globally to all Estuari People as defined in section 5. This policy also extends to visitors to Estuari places of work. Estuari People and visitors are subject to the laws of their location of work, however must follow the principles of this policy regardless of whether that jurisdiction has specific work health and safety laws in place.

## 3 Policy statement

Estuari is committed to:

- Providing and maintaining a safe and healthy work environment, including but not limited to providing appropriate systems, tools, resources, training and supervision
- Fostering an organisational culture that adopts health and safety as an integral part of our philosophy and culture
- Complying with relevant WHS legislation
- Identifying, assessing and managing workplace hazards
- Take reasonably practicable steps to eliminate and/or minimise all workplace hazards and risks as far as is reasonably practicable
- Implementing, monitoring and reviewing a health and safety management system
- Providing adequate time and resources to ensure Estuari People can meet our health and safety responsibilities
- Providing appropriate information, instruction and training to enable all workers to work safely
- Maintain a health and safety risk register with details of high risk activities, ensuring up to date risk management plans exist for these risks
- Undertaking ongoing inspections and reviews of the workplace, work practices and procedures
- Ensuring appropriate responses in the event of incident or injury, including taking action to prevent recurrence
- Facilitating rehabilitation and encouraging the early return to work of workers who may be injured



- Consult with workers on all changes in the workplace and systems of work that may impact their health and safety, issues regarding identification and control of hazards, the suitability of facilities and the adequacy of training.

#### 4 Roles and responsibilities

Estuari People will:

- Comply with all work health safety policies and procedures
- Report all hazards, incidents and near misses
- Take reasonable care for their own health and safety and that of others in the workplace
- Participate in safety training relevant to their work.

#### 5 Definitions

Term	Definition
Estuari People	As the context requires, all directors, employees, contractors, consultants, volunteers, and members of Estuari, irrespective of location.

#### 6 Version history

Version	Date of approval	Summary of updates
1.0	01 July 2025	Approved.