

# Work Health and Safety Policy

## Objective

**At WaterNSW we are custodians of the state's water, a vital natural resource. It is our responsibility to capture, store and deliver water, when and where it matters. 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:

- Develop a generative safety culture to proactively support zero harm.
- Provide and maintain safe and healthy work conditions and environments to prevent injury and ill health to our employees, contractors, visitors and members of the public.
- Establish and maintain WHS business objectives and leadership performance measures.
- Comply with all WHS legal requirements and relevant industry standards.
- Identify hazards and manage health and safety risks using a risk management approach.
- 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.
- Support physical and psychosocial safety initiatives for employees and contractors, including a positive return to work culture that promotes safe, timely and durable recovery at work.
- 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 employees, contractors, visitors, and the public in our workplaces and public spaces.
- 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 and 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**

26<sup>th</sup> November 2024