

At Academy Services, we are committed to the health, safety and welfare of all people we employ, and to the people affected by our undertakings (e.g. subcontractors, volunteers & visitors).

Commitments

As part of our overall OHSW program, Academy Services is committed to:

- Establishing measurable objectives and targets to ensure continued improvement aimed at eliminating work-related injury and illness;
- Complying with relevant OHSW legislation, codes of practice, standards and guidelines applicable to the organisation's own core values and to exceed industry best practice OHSW standards;
- Documenting, implementing and communicating the OHSW program to all employees, consulting with them on relevant matters, and providing adequate resources to ensure the OHSW program is maintained;
- Making our OHSW Policy available to interested parties; and
- Periodically reviewing our OHSW systems, including the OHSW Policy, as part of our continuous improvement approach, to ensure it remains relevant and appropriate given the nature of our business;
- Where applicable, external service providers will be engaged to assist the organisation to achieve its OHSW objectives.
- Proactively identify and manage hazards in the workplace;
- Maintain a commitment to effective rehabilitation of injured workers;
- Ensure the claims management process is equitable to all parties;

Objectives

The overall objectives of our OHSW program are:

- Minimise the potential for work-related injuries and illnesses;
- To provide effective and meaningful consultation to employees regarding issues that may affect their health, safety and welfare;
- To implement an OHSW risk management program to identify, assess and control all risks to the health, safety welfare of all people affected by the undertakings of our business; and
- To provide all employees with adequate OHSW systems, information, training, instruction and supervision to ensure work is conducted in the safest possible manner.

Responsibilities

Executive Management

The promotion and maintenance of OHSW, risk and hazard management is primarily the responsibility of Executive Management. To this end, it is Executive Management's responsibility to develop, implement and keep under review, in consultation with employees, the organisation's OHSW program.

Managers

Each Manager is required to ensure that the intent and requirements of the OHSW Policy and the OHSW program are effectively met and implemented in their areas of control, and to support any subordinates and hold them accountable for their specific responsibilities.

Employees, Sub-contractors and Volunteers

All employees, sub-contractors and volunteers are required to cooperate with the OHSW Policy and systems to ensure their own health and safety and the health and safety of others in the workplace.

Responsible Officer

Dated: February 2011

Review Date: February 2012