

WORKPLACE HEALTH & SAFETY POLICY

Introduction

Every person has a right to feel safe at work. At Academy, we are committed to the health, safety and welfare of all people we employ, and to the people affected by our undertakings including customers, suppliers, subcontractors, volunteers and visitors.

Purpose

Our Workplace Health & Safety Policy helps Academy preserve the best possible work conditions for our workforce.

Policy

As part of our overall WHS 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 WHS legislation, codes of practice, standards and guidelines applicable to the organisation's own core values and to exceed industry best practice WHS standards;
- › Documenting, implementing and communicating the WHS program to all workers, consulting with them on relevant matters, and providing adequate resources to ensure the WHS program is maintained;
- › Making our WHS Policy available to interested parties; and
- › Periodically reviewing our WHS systems, including the WHS 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 WHS 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;

The overall objectives of our WHS 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 WHS 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 workers with adequate WHS systems, information, training, instruction and supervision to ensure work is conducted in the safest possible manner.



John Hoffman
General Manager