

THE ETHICAL CONSULTING GROUP

WORK HEALTH AND SAFETY POLICY

STATEMENT

PURPOSE

1. This policy statement outlines the ECG's commitment to the health and safety of its workers and other persons.

BACKGROUND

2. The ECG recognises that the health, safety and wellbeing of its workers and other persons are of primary importance.
3. Work health and safety legislative requirements are set out in the *Work Health and Safety Act 2011* and associated *Work Health and Safety Regulation 2011*.
4. Company directors and senior management the Head of Service are accountable for work health and safety.

PRINCIPLES

5. The ECG is committed to:
 - achieving the highest work health and safety standards for workers and other persons;
 - providing a clear policy framework that supports setting health and safety objectives;
 - satisfying applicable legal requirements related to work health and safety;
 - fostering accountable, effective and supportive leadership;
 - taking all reasonably practicable measures to eliminate or, where that is not possible, minimise risks to the health, safety and welfare of workers using a hierarchy of controls;

- driving continuous improvement of health and safety management to enhance the health and safety of its workplaces, support those workers who do become injured/ill and reduce the human and financial costs of injury;
- involving workers at all levels in health and safety decision-making processes;
- ensuring workers and other persons understand their health and safety obligations; and
- implementing an appropriate and coordinated response if an incident does occur, including providing work-based rehabilitation opportunities where required.

This statement of policy confirms this commitment.

RELATED POLICIES AND PROCEDURES

6. Underpinning this statement are detailed policies, processes and procedures.

