

WORKPLACE HEALTH AND SAFETY POLICY

PURPOSE

Norths Collective is committed to creating an organisational environment that delivers an exceptional customer experience and to ensuring the health and safety of employees and others at all our venues. We place the highest priority on making sure work activities are undertaken safely and reasonable measures are taken to remove (or reduce if they cannot be eliminated) risks to prevent injury and illness.

People are our most important asset and work health and safety (WHS) is everyone's responsibility.

This *Workplace Health and Safety Policy* defines our approach to achieving this vision and our commitment to WHS.

We are committed to ensuring we comply with relevant legislation, applicable Codes of Practice and Australian Standards. The following responsibilities are a summary of how Norths Collective will ensure our WHS systems and culture are fully enacted and continually improved.

RESPONSIBILITIES

Directors and Management are responsible for and will provide and maintain:

- A safe working environment
- Safe systems of work
- Safe use, handling and storage of plant, structure and substances
- Facilities for the welfare of all our employees
- Appropriate information, instruction, training and supervision needed to ensure that our employees are safe from injury and risks to their health and safety
- A commitment to consult and cooperate with our employees in matters relating to work health and safety, and coordinate work health and safety in partnerships with other businesses where work activities may have a safety impact on employees and others
- A commitment to continually monitor, review and seek to improve our performance through effective safety management



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Employees and others (including visitors and clients) have responsibilities to:

- Take reasonable care of the health and safety of themselves and others
- Follow Norths Collective's safe work practices and procedures
- Comply with reasonable direction given by management for health and safety purposes.

All our employees also have specific responsibilities to:

- Cooperate and comply with safe work policies, practices and procedures to prevent injury to themselves and others or damage to plant and equipment
- Not misuse or interfere with anything provided for health and safety
- Report all injuries and incidents immediately
- Report all known or observed hazards or near misses to their supervisor or manager

DOCUMENT CONTROL

Policy name	Workplace Health and Safety Policy
Approved by	Board of Directors
Date approved	May 2022
Frequency of review	Annually
Last reviewed	May 2022
Next review date	May 2023

