

# HEALTH & SAFETY POLICY

## 1. POLICY:

It is Oceania Healthcare's primary responsibility to minimise the risk of harm or injury to any person who is carrying out its business (including visitors). We achieve this by making risk based safety management a priority, which drives desired behaviours and outcomes.

The cornerstone of our Health and Safety programme are Oceania's values:

1. **Kindness**
2. **Passion**
3. **Respect**
4. **Excellence**

## 2. MANAGEMENT SHALL:

- Role model safe work behaviours and a safety culture;
- Communicate the Oceania Healthcare Health and Safety Policy to all employees, contractors, volunteers and visitors under our supervision and/or control;
- Demonstrate support and accountability for the implementation and monitoring of the Health and Safety Management System;
- Provide appropriate resources, information, instruction and training necessary to empower our employees and contractors to maintain a safe and healthy workplace;
- Provide forums for communication and consultation on Health and Safety with relevant stakeholders;
- Establish and review relevant and measurable Health and Safety performance targets;
- Report Health and Safety performance and review outcomes, to identify and progress opportunities for continuous improvement;
- Ensure our managers are provided with the appropriate training and support to drive the Health and Safety programme within their areas of the business, e.g. accurate and timely reporting of all Health and Safety incidents, excellent investigation skills and Injury Management practices;
- Encourage and support healthy lifestyle choices;
- Review suitability and effectiveness of the Health and Safety Management System.

## 3. OUR EMPLOYEES, CONTRACTORS, VOLUNTEERS AND VISITORS SHALL:

- Meet their obligations to protect the health and safety of themselves and others affected by their business activities or undertakings;
- Perform their assigned duties in accordance with accepted safe working practices;
- Ensure that all accidents, incidents and/or hazards are reported in a timely manner and recorded accurately;
- Provide Oceania Healthcare management with any information which will contribute to the protection of the health and safety of all stakeholders;
- Follow and comply with all safety requirements of the Oceania Healthcare Safety Management System while conducting business undertakings on behalf of Oceania Healthcare.

## 4. MANAGEMENT COMMITMENT:

- Oceania Healthcare will comply with all legal obligations and aim to meet or exceed relevant industry safety standards;
- Oceania Healthcare will maintain a system of Executive Committee level governance to regularly review safety performance;
- Review this policy consultatively every 24 months.



**Earl Gasparich**  
Chief Executive Officer

**Dated: December 2020**

