

Work, Health and Safety Policy

Nicholson Sheehan Consulting (NSC Group) is committed to providing and maintaining a safe and healthy workplace for all workers (the term worker includes contractors, subcontractors and volunteers) as well as clients, visitors, and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

The responsibility for managing health and safety ultimately rests with the person in control of the business or undertaking (PCBU), directors and management. Workers also have important responsibilities for health and safety in the workplace.

We are committed to complying with the *Work Health and Safety Act 2011, Regulations*, codes of practice and other safety guidance material.

Responsibilities

Management will:

- Ensure the business complies with all legislation relating to health and safety.
- Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable.
- Provide information, instruction, and training to enable all workers to work safely.
- Supervise workers to ensure work activities are performed safely.
- Consult with and involve workers on matters relating to health, safety, and wellbeing.
- Provide appropriate safety equipment and personal protective equipment, where required.
- Provide a suitable injury management and return to work program.

Workers will:

- Not endanger the health or safety of themselves, other workers, clients, visitors or the public.
- Take reasonable care for their own health and safety.
- Follow safe work procedures, instructions, and rules.
- Participate in safety training.
- Report health and safety hazards to a director.
- Report all injuries and incidents to a director.

- Use safety equipment and personal protective equipment as instructed.

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, co-operation, and commitment of everyone in the workplace.

January 2024. Executive Committee

Policy authorised by: Patrick Sheehan, Managing Director.