

JUNE 2019

# Health and Safety Policy



## Introduction

*“Keeping our people and our environment safe is our priority”*

1. This is a Chorus Board approved policy.

## Our Approach to Health and Safety (H&S)

2. At Chorus we are committed to taking all reasonably practicable steps to ensure a healthy, safe and secure environment for Chorus people (including employees and contractors) and anyone who is in, or in the vicinity of, Chorus workplaces.
3. We care about Chorus people, and are actively focused on a positive and visible health and safety culture supported by our company values and respecting the principle that everyone should be able to go home safe.
4. This means Chorus has zero tolerance for major injuries and fatalities. No business objective will be prioritized over the health or safety of any person.

## Our Responsibilities

5. Everyone on any Chorus premises or working on a Chorus activity has a responsibility to keep themselves safe, to actively look out for the safety of others and to speak up early if they have any concerns. This includes:
  - Being responsible for ensuring that nothing we do, or forget to do, causes harm to the health or safety of ourselves or any other person.
  - Following the requirements laid out in our HSMS, in particular those relating to identifying and controlling workplace risks and reducing workplace risks.
  - Participating in, contributing to and speaking up with suggestions for improving our health and safety practices.
  - Reporting any incidents or risks to H&S due to unsafe behavior, work conditions or equipment to managers immediately, no matter how trivial it may seem to be at the time.

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- Wearing the personal protection equipment (PPE) identified, issued and determined as required for our places of work, correctly using safety equipment and PPE provided and calling out others if they are not using theirs appropriately.

### Our Objectives

6. Objectives are developed from Chorus core values and linked to wider organizational objectives. Chorus performance against these objectives will be continually measured and reviewed to assist in achieving continual H&S improvement.
7. Our H&S objectives are:
  - Establish, maintain and promote a strong H&S culture that is supported by:
    - demonstrations of safe behaviour, even when no one is looking
    - assessing plant and equipment to ensure that it is fit for purpose
    - ensuring safe systems of work and procedures that remove or reduce the risk of harm to people's H&S
    - working together with other businesses or organisations to keep people safe and healthy, to the extent of Chorus' influence and control
  - Validate and improve our H&S performance against established good practice benchmarks.

### How We Will Achieve Objectives

8. We will achieve these objectives through:
  - Providing excellent health and safety leadership throughout all of Chorus supported through the provision of appropriate levels of supervision, training and communication to all Chorus people.
  - Collaborating with our business partners to match our commitment to lead and do H&S well and manage shared H&S risks.
  - Leveraging our company values to further develop positive and visible H&S culture into our H&S management and practices.
  - Positively encouraging participation by, and actively consulting with, our people on our health and safety management system (HSMS), so we capture everyone's experiences and feedback.
  - Continuously improving our health and safety performance and ensuring our HSMS is regularly reviewed and enhanced.
  - Ensuring the HSMS remains aligned to relevant legislation, regulations, regulator or good practice guidelines, codes of practice and industry standards.
  - Ensuring that the HSMS and processes are designed to eliminate injuries and

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illness caused by work (or minimize them, where elimination is not reasonably practicable).

- Identifying and controlling workplace risks to H&S (where practicable before something happens) and taking reasonably practicable steps to manage risks to H&S.
- Reporting all incidents (including near misses) without delay and ensuring they are appropriately investigated and managed to prevent reoccurrence.
- Ensuring emergency procedures are developed and implemented as appropriate to the workplace and tested at least annually.
- Ensuring opportunities for an early return to work are created to enhance Chorus and worker benefits. This will include providing training to people leaders / managers and information to Chorus employees.
- Including H&S accountabilities in the senior management review process and reviewing their individual performance and responsibilities.

### Ownership and Review

**Reviewer:** Head of Health, Safety & Environment

**Ownership:** CEO

**Review:** June 2021