

Work Health, Safety & Wellbeing Policy

Policy Number – WHS-POL-001

1. Our Vision and Values

Our Vision

“Tasmanian Irrigation is seen as an essential and valued partner in sustainably growing Tasmania’s agricultural sector and overall prosperity”.

Our Values

- Integrity
- Collaboration and Communication
- Safety and Wellbeing
- Innovation and Optimisation
- Sustainability

2. Policy Purpose

Tasmanian Irrigation prioritises physical and mental wellbeing of our workforce, contractors, customers, and the communities we serve. This policy outlines our commitment and approach to preventing and managing health, safety, and wellbeing of our Company Personnel.

3. Scope

This Policy applies to all employees of Tasmanian Irrigation. This includes all directors, managers, full-time, part-time, casual, permanent, temporary, fixed-term employees, placements, apprentices, trainees, graduates, contractors, sub-contractors, and consultants, herein referred to as **“Company Personnel”**.

4. Policy Statement

- 4.1. To ensure the health, safety, and wellbeing of our Company Personnel, Tasmanian Irrigation is committed to:
- Exhibiting strong safety leadership at all organisational levels, ensuring the protection of our Company Personnel. We seek to understand and respond to hazards and risks, continuously improve work systems and allocate resources effectively.
 - Identifying and complying with all relevant legal and other obligations related to health, safety, and wellbeing as well as monitoring and responding to changes in regulations and industry best practices.

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Review Date: August 2026
Endorsed By: Chief Executive Officer
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- Empowering all Company Personnel to make decisions about their own safety and the safety of others, as well as raise opportunities for improvement, we encourage open communication.
 - Actively consulting and engaging Company Personnel in managing health and safety risks, valuing their input and involvement for a safe and healthy workplace.
 - Fostering a reporting culture, encouraging the reporting of hazards, incidents, near misses, and non-conformances and taking prompt action to mitigate risks.
 - Creating a safer work environment by learning from past experiences. Lessons learnt from incidents will be openly communicated and discussed with our Company Personnel to drive continuous improvements in our WHS practices.
 - Implementing and enhancing safe systems of work, providing necessary training, support, and resources for our Company Personnel. Our aim is to develop their capacity to lead and model safety behaviours, while also fostering critical thinking to ensure the well-being of themselves and their colleagues.
 - Setting measurable objectives and targets to continuously improve, focusing on hazard and risk mitigation, and conducting regular reviews and updates to ensure the relevance of those objectives and targets.
 - Providing comprehensive information, training, and instruction to ensure safe work practices enhance Company Personnel capacity, understanding and awareness.
- 4.2. It is a condition of employment or entry that all Company Personnel comply with this Policy and all supporting procedures.
- 4.3. We expect our Company Personnel to promptly report any issues or incidents and actively participate in consultations, thereby contributing to the cultivation of a positive safety culture and the maintenance of a safe and healthy workplace.

5. References

- Work Health and Safety Act 2012 (TAS)
- Work Health and Safety Regulations 2022
- Work Health and Safety (Transitional) Regulations 2022
- ISO45001:2018 Occupational health and safety management systems

6. Policy Review Date

This policy should be reviewed every **three years** to ensure it remains effective, at an earlier interval where there is a material change to the organisation, relevant regulations, or standards.

Policy Approved

Date: 8/11/2023	Chair of the Board Signature	
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