

## Occupational Health & Safety Policy

VicForests aims for zero harm in all that we do. We have a shared commitment to this goal because it is something we believe in and it is who we are and what we do.

**VicForests is committed to the goal of a zero-harm workplace by:**

- Developing and supporting a culture that embraces wellbeing and health and safety as a priority
- Seeking to maintain up-to-date knowledge of, and compliance with, all OH&S legislation, standards and codes
- Continuously improving our OH&S performance by encouraging innovative solutions to safety issues and setting and measuring objectives and targets
- Seeking to prevent injury through the involvement of our staff and contractors in the process of identifying hazards, assessing risks, and designing and implementing controls
- Actively developing, promoting and implementing our OH&S procedures
- Creating an environment where incidents are reported and incidents, accidents and near miss events investigated with a primary focus of implementing corrective actions that aim to prevent recurrence
- Empowering employees and contractors to stop unsafe operations
- Providing employees and, where relevant, contractors, with safe plant and systems of work, regular information, instruction, training and supervision to ensure their health and safety
- Providing an appropriate rehabilitation and return-to-work program for injured employees

**VicForests recognises that management has overall responsibility for providing a safe workplace and managers are responsible, within their respective areas of management control, for the following:**

- Seeking to provide and maintain a safe workplace
- Consulting with and listening to staff and contractors about the issues that impact health, safety and wellbeing
- Actively improving, promoting, implementing and supporting OH&S procedures
- Encouraging initiatives that contribute to a zero-harm workplace
- Providing the resources to meet OH&S commitments
- Conducting appropriate induction and OH&S training
- Measuring health and safety performance and continuously striving for improvement

**VicForests' employees are responsible for:**

- Actively contributing and participating towards zero harm
- Working in a safe manner and complying with all safe working procedures
- Actively supporting OH&S procedures and contributing to the improvement of our OH&S performance
- Reporting all accidents, incidents and near miss incidents
- Reporting all workplace hazards
- Participating in induction and training
- Behaving in a safe and respectful manner at all times

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