

Health and Safety Charter

Our Vision:

Our workplace will proactively promote worker health and wellbeing, and provide a safe environment so we can help people in conflict move forward

The Board is committed to ensuring:

- No business objective takes priority over health and safety
- There is a proactive focus on worker wellbeing as the foundation of a strong health and safety culture
- All risks are managed and all incidents are prevented
- Their due diligence towards health and safety
- All personnel are empowered to stop any practice, person or project they believe is unsafe or cannot be continued in a safe manner

To achieve this, the Board will:

- Set targets for continuous improvement then monitor and verify performance against those targets through reviews and audits
- Ensure the design and implementation of our services safeguard our people, clients and customers
- Comply with health and safety obligations, keep up to date on health and safety legislation and associated regulations
- Seek to continually understand the nature of FairWay's operations
- Ensure and support the business to have the appropriate resources and systems to operate safely

The Chief Executive is committed to:

- Implementing FairWay's vision for health and safety
- Striving for continuous improvement in health and safety
- Due diligence in health and safety
- Acknowledging that as Chief Executive, I am accountable for the health and safety of people working under my direction
- Keeping up to date on health and safety and complying with health and safety legislation and associated regulations
- Ensuring there is appropriate support, resources and systems for health and safety management and initiatives in the workplace

Team members are committed to:

- Ensuring their own health and safety
- Ensuring their own actions or omissions does not adversely affect the health and safety of others
- Proactively participate in health and safety meetings and activities
- Complying and cooperating with FairWay's health and safety management systems and Health and Safety at Work Act 2015
- Accurately and timely reporting and recording of all hazards, incidents and accidents

Management is committed to:

- Supporting the Board and Chief Executive in implementing FairWay's vision for health and safety
- Ensuring all workers understand their health and safety responsibilities
- Ongoing assessment of hazards and risks associated with the workplace and the communication of those hazards, risks and the associated controls including appropriate training
- Proactively communicate new information, changes (including legislative) and data about business operations in relation to health and safety
- Providing all workers, visitors and public with a safe workplace by complying with all relevant legislation, standards, codes of practice and safe operating procedures
- Accurately and timely reporting and recording of all hazards, incidents and accidents
- Supporting and encouraging worker engagement and participation in health and safety
- Supporting the safe and early return to work of injured workers

Anita Chan

Chair

Signature

8 June 2017

Date

Rhys West

Chief Executive

Signature

8 June 2017

Date