

## 800 Work Health and Safety Statement

**Work Health and Safety (WHS) is not just a priority, it is a core value of our business.** WHS is everyone's responsibility.

**Link Housing, its officers and employees (Link "Representatives") are committed to the principle that every person has the right to return home every day in the same state of health as they were in before starting work.**

Link Housing and its officers include a director or secretary of the corporation or a person who makes, or participates in making, decisions that affect the whole, or a substantial part, of the business of the corporation.

- People included in Link Housing's commitment to safety include representatives, volunteers, visitors and contractors and sub-contractors. Link Housing and its officers are committed to managing the health, safety and welfare of all employees, volunteers, and visitors at our workplaces<sup>1</sup>. This means that we will:
- Provide a working environment that is safe, as well as adequate facilities and resources for employees', welfare at work as well as other workers, such as contractors and sub-contractors;
- Identify foreseeable hazards, assess and either eliminate or manage risks in the work environment; both onsite and offsite;
- Engage with employees on all WHS matters; Base the development of Link Housing Work Health and Safety Management Systems on AS/NZS 4801:2001<sup>2i</sup> Occupational Health and Safety Management Systems, and applicable legislative requirements in NSW (and any other relevant jurisdictions);
- Provide employees with the training necessary to ensure their health, safety and welfare at work;
- Provide employees, volunteers, and visitors with such information as may be necessary to ensure health and safety at work;
- Develop specific plans, and set goals and measurable objectives to ensure the effective implementation of this policy and the continuous improvement of the Link Housing WHS Management System;
- Review the Link Housing WHS Management System annually to ensure it remains relevant and appropriate to the organisation;
- Ensure that financial provision is available for health, safety & welfare matters;
- Provide adequate systems and resources to effectively manage rehabilitation and return to work processes;
- Ensure other workers such as contractors and sub-contractors are WHS compliant.

**NB** - Tenant safety will generally be covered under Link Housing's obligation under residential tenancy law. However, where a tenant is on a Link Housing work site such as a Link Housing office or where work is being done at residential premises, Link Housing will owe obligations to a tenant under WHS laws.

<sup>1</sup> It is noted that workplaces include Working from Home arrangements for staff, as and when required

<sup>2</sup> Link Housing will gradually transition from using the current AS/NSZ 4801:2001, until we gain accreditation assessment against ISO45001:2018, which is scheduled for approximately October 2020

**All members of the management team including Team Leaders are expected:**

- To implement the details of this policy in the areas of their responsibility, with strong emphasis on the management of risks and employee consultation.

**All employees are expected:**

- To acknowledge their part in ensuring work health and safety in the workplace;
- To perform their duties or work in a manner that does not expose others or themselves to health and safety risks; and
- To adhere to the procedures, rules and guidelines that are part of the Link Housing's WHS Management System; and
- To co-operate with Link Housing in the development and implementation of the WHS Management System and Procedures.
- All Contractors and Sub-contractors are expected:
- To perform their work in a manner that does not expose others or themselves to health and safety risks;
- To adhere to the procedures, rules and guidelines that are in accordance with Link Housing's WHS management policy; and
- To co-operate with Link Housing in complying with WHS obligations.

**References:**

We will implement work, health and safety procedures to ensure compliance with:

- *Work Health and Safety Act 2011 – (NSW)*
- *Workplace Injury Management and Workers Compensation Act 1998*
- *Work Health and Safety Regulation 2017 – (NSW)*
- *Workers Compensation Act 1987*
- *Heavy Vehicle (Adoption Of National Law) Act 2013 (NSW) – Chain of Responsibility – to the extent relevant to Link Housing*

**Andrew McNulty**  
Chief Executive Officer

**Nirmal Hansra**  
Chair of the Board