

Work health, safety and wellbeing

Statement of commitment

Defence Housing Australia (DHA) is committed to providing a safe and healthy working environment for our people—workers*, visitors to our offices and those who have the potential to be affected by our activities. Our goal is to ensure, as far as reasonably practicable, there is no harm to anyone at any time while working at DHA.

Our people must maintain a safe and healthy working environment to reduce injuries/illness and enhance physical and psychosocial wellbeing. We are committed to participation, consultation and cooperation to deliver safe programs and services.



* Worker is defined by the *Work Health and Safety Act 2011*. It includes employees, contractors, labour hire employees, apprentices, trainees, those undertaking work experience and volunteers.

Our people in leadership roles will demonstrate their commitment to health, safety and wellbeing by:

- › showing a visible and active interest, and personal commitment to our people's health, safety and wellbeing
- › ensuring compliance with all relevant legislation, regulations, codes of practice, industry standards and DHA policies and procedures
- › ensuring our people understand their roles and responsibilities in relation to health, safety and wellbeing
- › implementing and resourcing effective management systems which, as far as reasonably practicable, eliminate or reduce the likelihood and/or consequence of hazards, harm or risks
- › ensuring sufficient resources to support our people's health and wellbeing, including early and effective injury prevention, management and rehabilitation
- › incorporating health, safety and wellbeing risk management into all organisational planning activities
- › consulting and communicating with our people in the management of health, safety and wellbeing
- › agreeing upon annual health, safety and wellbeing objectives, regularly monitoring performance and adjusting strategy as needed
- › undertaking periodic reviews of this commitment and management systems to ensure they are fit for purpose and continually improve to align with better practice.

Our people across the organisation will demonstrate their commitment to health, safety and wellbeing by:

- › conducting their activities and behaving in a manner which does not compromise the health, safety and wellbeing of themselves and others
- › ensuring they understand and comply with all relevant legislation, regulations, code of practice, industry standards and DHA's policies and procedures relevant to their work
- › encouraging colleagues, contractors and customers to act in a healthy and safe way
- › ensuring our contractor and provider health and safety performance is monitored, measured, reviewed and improved
- › undertaking assessments to, as far as reasonably practicable, eliminate or minimise risks to health, safety and wellbeing
- › identifying and reporting hazards, near misses and incidents in a timely manner
- › implementing any agreed controls or corrective actions in a timely manner
- › participating in early intervention and rehabilitation for work related injuries to achieve safe recovery
- › participating in the management of health, safety and wellbeing activities, including ongoing training and consultation processes
- › using appropriate safety equipment provided as per instruction.

A handwritten signature in black ink, appearing to be 'BJ', written over a light blue background.

Barry Jackson
Managing Director