

Safety, Health and Wellbeing

1. Overview

1.1 Objectives

Sydney Water is committed to ensuring safety, health and wellbeing in everything we do. The safety, health and wellbeing of our people is of paramount importance, fundamental to our business and critical to our success. We want to create an environment where our people have the autonomy to use their insight, knowledge and expertise to keep themselves, their colleagues, and the community safe, healthy, and well.

1.2 Scope

This policy applies to all workers including contractors, visitors, customers, partner agencies and others who may be affected by Sydney Water activities.

We trust our people to do their best work and manage their work safely. We value learning from what goes right, wrong, and from others. We give our people the right systems, knowledge, equipment, support and environment to get their work done safely. We create an environment that encourages wellbeing so our people can thrive.

2. Policy in detail

- Ensure our people know there is no task so urgent and no service so important that we cannot take the time to do it safely
- Commit to meeting our statutory obligations and continually strive to make our work better and safer.
- Ensure our people have the information, instruction, training and supervision they need to remain healthy and to work safely
- Provide safe and healthy workplaces, work practices, working conditions, and safe plant and equipment
- Consult with our people, through health and safety representatives and safety network members, to share lessons learnt and identify ways to reduce safety, health, wellbeing and psychosocial risks
- Recognise the efforts and expertise of our employees, contractors, and other partners in working together to prevent work related deaths, minimise harm and to promote safety, health and wellbeing
- Support our people to be visible and actively participate in all aspects of safety, health and wellbeing
- Foster a high-performance culture that is fair and just, flexible, psychologically safe, informed by data and performance, based on learning, and actively encourages and supports wellbeing and reporting
- Learn from our incidents to stop them from happening again whilst encouraging open and honest communication, consultation, engagement, and cooperation to create the best possible solutions for our people
- Set up objectives, monitor and review safety, health and wellbeing performance and trends to assist in prioritising activities that drive continued improvement of our work, our systems, our working environment, and our equipment

- Allocate the necessary resources to continually improve our safety performance and ensure that the work health and safety system is effective and performs as designed for our people

3. Ownership

Role	Title
Group	People & Culture
Owner	Brenton Michaels, Head of Safety, Health & Wellbeing
Author	James Wallace, Manager Safety Capability & Resilience

3.1 Change history

Version	Issue Date	Approved by	Brief description of change and consultation
5	24/01/2024	Roch Cheroux, Managing Director	Review without change as it is fit for purpose and covers all legislative and system requirements
4	27/01/2022	Roch Cheroux, Managing Director	Updated to meet ISO 45001:2018 requirements
3	22/01/2019	Roch Cheroux, Managing Director	WHS Policy replaced new Safety & Wellbeing Policy as approved by the executive board
2	6/04/2016	Kevin Young, Managing Director	Annual review – content remains relevant and the same, review date updated
1	1/04/2015	Kevin Young, Managing Director	Updated to reflect new legislation