![City West Water™]

Health and Safety Policy

City West Water is committed to providing a healthy and safe workplace for people (employees, contractors, customers and the community). We value providing an enjoyable and safe work environment that enables us to deliver great customer experiences.

Our strategic objective is to:

Create an environment where people make good choices – we 'live and breathe' safety and wellbeing for our people.

Everyone is responsible for health and safety, with Managers at all levels accountable for ensuring safe working conditions, practices and outcomes.
To meet our commitment in developing a mature safety culture with shared attitudes, values and beliefs, we:

Enable a positive health and safety culture that:
- drives continual improvement towards leading industry practice,
- makes safe choices, shares stories and learnings,
- promotes a culture of empowered people who proactively improve outcomes, and
- ensures our people's right to be treated fairly, sensitively and with respect.

Provide effective health and safety leadership to:
- promote, encourage and recognise positive behaviours,
- visibly lead good practices and performance,
- ensure the necessary resources, supervision and expertise.

Manage risks to health and safety and prevent adverse incidents by:
- identifying, assessing and managing risks and impacts of our activities,
- encouraging timely reporting, analysis and effective management of incidents/injuries,
- being vigilant to minimise risk and empower effective risk decision making.

Comply with the law to:
- meet or exceed legislation and regulatory requirements, and
- maintain safety management systems certification to AS/NZS 4801.

Strive to continually improve through:
- establishing plans with targets, objectives and improvement initiatives,
- integrating safety considerations into business strategy, decisions and planning,
- report on governance, risks and performance trends to key stakeholders.

Upskill and engage people to:
- take personal accountability for health and safety, be a safety leader (even if the role does not directly manage people),
- understand responsibilities, take action and contribute to a proactive safety environment, and
- ensure our people are provided with the necessary skills, training and instruction to enable safe work.

Consult and communicate about health and safety by:
- engaging and communicating with people to encourage inclusion and diverse views,
- empowering people to make effective decisions, develop safe systems and practices of work,
- engaging with and supporting people in the communities in which we operate.

Provide effective, transparent and user friendly systems to:
- maintain and monitor an effective health and safety management system, and
- design, adapt and improve technology to improve safety management and outcomes.

Approved by the Board (September 2017)
Next Review: August 2019