



Health and Safety Policy

Control

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1. Context

1.1 SRA is committed to working in a way which ensures the health and safety of SRA staff, contractors, visitors and the public.

2. Purpose

2.1 This Policy aims to implement a working environment that is safe and without risk to health.

3. Application

3.1 This Policy applies to all Officers, SRA staff and Contractors.

4. Policy

4.1 SRA will:

- (a) Ensure the business complies with all legislation relating to health and safety;
- (b) Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable;
- (c) Hold leaders accountable for demonstrating commitment to and ensuring health and safety in their area of influence, as far as reasonably practicable;
- (d) Develop a proactive safety leadership culture at all levels of the business;
- (e) Provide induction, information, instruction and training to enable all SRA staff to work safely;
- (f) Supervise SRA staff to ensure work activities are performed safely;
- (g) Consult with and involve SRA staff on matters affecting their health, safety and wellbeing;
- (h) Provide appropriate safety equipment and personal protective equipment;
- (i) Provide suitable injury management and return to work programs;
- (j) Ensure plant, equipment and facilities are subject to a risk assessment prior to purchasing and once received are maintained in a safe and compliant condition;
- (k) Ensure that all SRA Contractors are appropriately inducted and agree in writing, to comply with this Health and Safety Policy and related procedures, before undertaking any work for SRA;
- (l) Continually strive to improve health and safety performance by establishing clear and measurable objectives and targets, auditing, reviewing, monitoring and reporting and recognizing those who contribute positively to improvement; and
- (m) Allocate adequate resources to achieve the aims of this Policy.

5. Roles and Responsibilities

- 5.1 The responsibilities of Officer and SRA staff are detailed in the Safety Management System.

6. Definitions

	Term	Definition
6.1	Contractors (including their employees, sub-contractors and sub-contractor employees)	A Person in Control of a Business or Undertaking (PCBU) who is providing materials or labour to perform a service or do a job for SRA. This includes consultants.
6.2	Officer	Any of the following: <ul style="list-style-type: none">• Director• Company Secretary• Executive Manager• Board or Committee Member, of SRA.
6.3	SRA	Sugar Research Australia Limited, ACN 163 670 068
6.4	SRA staff	SRA staff, labour hire, outworkers, apprentices and trainees, work experience students and volunteers.

7. References

7.1	<i>Work Health and Safety Act 2011 (Qld)</i>
7.2	<i>Work Health and Safety Act 2011 (NSW)</i>
7.3	<i>Work Health and Safety Regulation 2011 (Qld)</i>
7.4	<i>Work Health and Safety Regulation 2011 (NSW)</i>
7.5	<i>AS/NZS 4801:2014 Occupational Health and Safety Management Systems</i>
7.6	<i>SRA Safety Management System</i>
7.7	<i>SRA Risk Management Protocols</i>
7.8	<i>SRA Safe Working Procedures</i>
7.9	<i>Other related SRA policies, procedures and plans as issued from time to time.</i>

8. Review

- 8.1 This Policy must be reviewed at least every 2 years, in the light of current good practice and regulatory advice.