

Work Health and Safety Policy

Purpose and Scope

The following policy articulates Zenitas Health Care Limited's position with respect to its Work Health and Safety (WHS) obligations across all operations.

Policy:

Zenitas Health Care Limited is committed to the prevention of illness and injury, through the provision and maintenance of a healthy and safe working environment. Zenitas Health Care Limited will meet its responsibilities by adhering to WH&S legislation, Regulations, Codes of Practice, relevant industry standards and contractual requirements. Continual improvement will be achieved by establishing and monitoring measurable objectives and targets, aimed at eliminating work related illness and injury.

Zenitas Health Care Limited recognises its moral and legal responsibilities for WHS extends to all workplace participants (employees, contractors, students, volunteers, visitors), and aims to ensure its operations do not place the local community at risk of injury, illness or property damage. This Policy is applicable to all Zenitas Health Care Limited operations and functions, including situations where personnel work offsite.

This Policy is authorised by the Managing Director, it is available on the Zenitas Health Care Limited SharePoint, displayed in Zenitas Health Care Limited offices and made available to interested parties on request.

Responsibilities:

Executive Management

Each member of the Executive Management Team ensures this Policy, WHS Plans and Procedures are developed and effectively implemented in their Business Unit. This includes exercising legislative and regulatory due diligence requirements and responsibility for the provision of adequate resources to fully implement the WHS Management System.

Executive Management are responsible for reviewing this Policy on a regular basis, and for reviewing the continuing suitability, adequacy and effectiveness of the WHS Management System. Executive Managers are required to support Line Managers and hold them accountable for their specific WHS Responsibilities.

Management

Managers are responsible, and will be held accountable, for ensuring:

- WHS compliance in their area of control, including legislative and regulatory due diligence requirements.
- Workplace participants are supervised and trained to meet the requirements of WHS Plans, Policies and Procedures.
- Workplace participants Employees are consulted on issues which affect their health and safety in the workplace and any concerns they may have are referred to the appropriate Manager.

Workplace participants

Workplace participants are required to comply with WHS Plans, Policies and Procedures, to ensure their own health and safety and the health and safety of others in the workplace. All workplace participants are required to report all identified hazards, near misses, incidents and injuries in their workplace to their Manager without delay.

Contractors

Contractors, their Employees, Subcontractors and Suppliers must be appropriately licensed/qualified, comply with relevant regulatory and legislative requirements and safely carry out any work they are engaged to perform for or on behalf of Zenitas Health Care Limited. This includes Hazard Identification, Assessment and Control of Risks, the reporting of all hazards, incidents and injuries appropriate to that work and, on request, Contractors shall submit relevant documentation to demonstrate compliance with this Policy.

Consultation:

Zenitas Health Care Limited are committed to consulting with the workforce on matters of health and safety. This includes identification and control of hazards, procedures, facilities for employee welfare, training needs, and changes in the workplace which may affect employee health and safety.



John Hickey

Chief Executive Officer