

Management policy statement

POL-HS01-STA

Purpose

To describe DNZ's policy for managing health and safety associated with all its activities.

Scope

All employees, suppliers, and volunteers working for or on behalf of DNZ, and all other persons working in DNZ workplaces.

It has been completed to align with DNZ's health and safety framework.

Policy statement

To fulfil its duty of care, DNZ is committed to providing a healthy and safe working environment for all those involved with its activities including workers, suppliers, volunteers and all others working in or visiting our places of work.

We will engage in effective co-ordination, cooperation and consultation, with all those working for us.

We will:

- Comply with relevant legislation, regulations, codes of practice, and industry standards;
- Commit our people, at all levels, to be responsible and accountable for the health, wellbeing, and safety of themselves and others;
- Establish, encourage, and support consultation and participation between managers and workers and their representatives in all matters relating to health and safety;
- Ensure that appropriate resources and processes are in place to effectively identify, manage and monitor health and safety risks including the effective communication of risk treatments.
- Design, construct, maintain, and operate our plant and assets to ensure a safe and healthy working environment and any consequential risks identified and managed;
- Establish, review, and continuously improve the Health and Safety Framework and its systems to manage health and safety in the workplace — including adopting applicable good practice standards and setting and measuring targets;
- Report, record, and investigate all incidents including: work-related ill health, injury, or discomfort, property damage, unsafe behaviours or conditions, and implement corrective actions;
- Ensure our suppliers and their workers have the capability and are competent or are supervised by a competent person and provide appropriate and timely training to ensure on going competence;
- Ensure workers are trained and equipped to deal safely with situations that may arise out of the work they are doing, or while they are at work;
- Promote and actively lead wellbeing initiatives at DNZ to ensure a healthy and safe workplace and to encourage balanced lifestyle choices; and
- Ensure effective treatment and rehabilitation of any injured employee to ensure an early and lasting return to work;

Through the above we will achieve a culture of zero harm and continue to build and foster a positive culture of excellence in health and safety.

Definitions

See H&S Definitions for full definitions.

Managers

Chief Executive, Divisional Manager, Group Managers, General Managers, and Department Managers at DNZ.

Supplier

A universal term covering supplier / contractor / sub-contractor / operator to DNZ.

Workplace

A reference to a workplace includes all premises (whether owned, leased, or controlled by or on behalf of DNZ), including offices, operational sites, and company vehicles.

Roles and responsibilities

ALL EMPLOYEES, REPRESENTATIVES, SUPPLIERS, AND CONSULTANTS	ALL EMPLOYEES, CONTRACTORS, AND CONSULTANTS ARE TO BE FAMILIAR WITH AND GIVE EFFECT TO THIS POLICY.
CE, divisional, general, group or department manager	Ensure that they and all staff understand and give effect to this Policy and any associated procedures.
Policy owner/s Health and safety manager	Monitoring and updating of this policy and procedure. The Policy will be reviewed every two years.

Employees should make themselves familiar with DNZ policies, standards, procedures, guidelines and business rules, particularly those which govern and guide processes and functions in relation to their specific role. Ignorance of any DNZ policy or process is not an acceptable excuse if a breach occurs.

Breach of an DNZ policy may result in disciplinary action being taken against employees, up to and including dismissal and the termination of a representative's agreement/arrangement with DNZ.

DNZ reserves the right to review, amend or add to this policy at any time upon reasonable notice to employees and representatives.

Related legislation

- [Health and safety reform bill \(Health and safety reform act 2014\)](#) and associated regulations.