



Standard HS05

Leadership, Engagement and Participation

December 2018

Health and Safety

Intent

DNZ Board and Executive Leadership Team (ELT) establish the Health and Safety (H&S) Policy and set clear expectations for the desired performance for H&S. They provide resources for successful implementation of the H&S Policy, H&S Framework and delivery of the annual H&S Plan.

Our workers and our suppliers at all levels demonstrate leadership and commitment to H&S. Successful implementation of our Policy and Standards will come through engagement with our people and their participation in H&S.

Performance Requirements

- 1.1 DNZ maintains an H&S Policy that reflects the nature, scale and potential H&S risk of the organisation's activities, products and services.
- 1.2 The H&S Policy is reviewed every two years and approved by the DNZ Board and signed by the Chief Executive. The Chief Executive of DNZ is ultimately accountable for the H&S performance of the business, including the effective implementation of the H&S Policy and supporting H&S Standards.
- 1.3 The DNZ Board seeks assurance of conformance with the H&S Policy and systems and regularly reviews the H&S performance and risks. The ELT will ensure this assurance is provided through conformance with DNZ's H&S Framework.
- 1.4 DNZ Business Units integrate the requirements of the H&S Standards into their business processes, management systems and operating procedures.
- 1.5 Recognising the importance of engagement, DNZ will ensure systems and processes are in place that recognise, reinforce, and reward desired behaviours, innovation and outcomes.
- 1.6 DNZ and its suppliers have systems in place to ensure all workers are aware of expected H&S performance including behaviours, and are aware of the consequences of inappropriate conduct.
- 1.7 DNZ will provide a means for all workers to have an opportunity to participate in H&S, and demonstrate, by their day-to-day actions, a visible commitment to H&S. DNZ will develop and agree participation arrangements with its workers.
- 1.8 Personnel with appointed or elected H&S responsibilities will provide workers with H&S advice, assistance and expertise relevant to their position.
- 1.9 Workers are responsible for the H&S implications of their own actions and have a duty to carry out their work in a manner which does not present a risk to themselves or other workers and others. Individual performance will be monitored and reviewed against agreed responsibilities and accountabilities.
- 1.10 Systems are in place to clearly communicate to our people that they have the right to refuse to carry out unsafe work in situations that may cause harm to themselves and/or others.