

# Work Health & Safety Policy

Ramsay Health Care's commitment to the health and safety of all our workers and persons who visit our work places, or access our services, is central to our business culture.

In this regard we believe that all injuries and industry related illnesses are preventable, and that striving continuously to improve our health and safety performance is part of our fundamental core values.

## We are therefore committed to:

Undertaking risk management activities to eliminate where possible or control risks to persons in the work place.

- Complying with all applicable laws and regulatory requirements whilst aspiring to higher standards.
- Establishing measurable objectives and targets aimed at reducing and where possible eliminating work related injury and illness.
- Developing our people and providing resources to facilitate the fulfilment of our health and safety responsibilities.
- Monitoring and reviewing our performance and taking action to address deficiencies.
- Working towards consistent safe practices across our businesses.
- Continuously improving our safety management system to effectively manage psychosocial hazards and incidents as it does physical ones.
- Fostering a culture that empowers and encourages everyone to act in accordance with this policy.
- In fulfilling the objectives of this policy, management is committed to regular consultation and communication with workers and all relevant stakeholders to:
  - ensure that the policy operates effectively;
  - build relationships based on honesty, openness, mutual trust and involvement; and
  - share the responsibility for meeting the requirements of this policy.

The Ramsay Health Care Board recognises its corporate responsibility under WHS, OHS, OSH and associated legislation. Work health and safety are integral to our business and are not treated as separate areas but form part of and support all Ramsay activities.

Facility executives are responsible and accountable for day to day health and safety within their areas of responsibility and have the authority to fulfil these responsibilities. This policy will be regularly reviewed in light of legislation and organisational change, or as a minimum, every three years.



**Chanelle McEnallay**  
Group Chief Safety Officer

*This document has been approved by  
Natalie Davis, CEO & Managing Director*

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**This Policy is endorsed by  
Facility/Hospital Executive**

