

Safety and Wellbeing Policy

Purpose

MLPL is committed to a safe and healthy workplace and prioritising protecting the physical and psychosocial health, safety and wellbeing of our people, contractors, suppliers, customers and communities. We believe that physical and psychosocial health, safety and wellbeing is achieved through enabling and influencing a best practice safety culture that goes beyond technical compliance. This policy describes our strong commitment to this philosophy.

Scope

The policy applies to the MLPL Board, our employees, contractors, volunteers and service providers whilst engaged in activities undertaken as part of their work with MLPL.

It is the responsibility of the Board, Executive and all team members, contractors and service providers to uphold this policy and actively engage in creating a physically and psychosocially healthy and safe workplace.

Our Policy Principles

We believe it is our social and legal responsibility to provide a physically and psychosocially safe and healthy work environment. Our policy principles embrace a culture where people experience trusting, inclusive and collaborative relationships and are able to safely perform at their best.

Providing psychosocially safe work environments – We aim to empower leaders and teams to assess and control risks to safety within an integrated framework for psychosocial health, safety and wellbeing. This involves a simultaneous focus on seeking to reasonably:

- prevent psychosocial harm with a comprehensive approach, including primary, secondary and tertiary intervention
- promote psychosocial wellbeing through sustainable work designs and positive, strengths-based approaches
- respond to psychosocial health, safety and wellbeing concerns by supporting safe disclosure, recovery and return to work, reasonable workplace adjustments and by providing ‘help seeking pathways’ and access to support services.

Enabling people to make good decisions – We will appropriately consult with stakeholders when making health, safety and wellbeing decisions and ensure our people are

reasonably trained and competent to make safe decisions and safely perform their duties.

Integrating health, safety and wellbeing into all our activities

– We aim to:

- actively identify physical and psychological hazards and eliminate or manage the associated risks so far as is reasonably practicable
- empower our people to make safe choices and to prevent, intervene, speak up, or stop work activities where anyone’s health, safety and wellbeing is compromised
- develop, implement and improve business systems, processes and plans to protect the health, safety and wellbeing of those to whom we owe a duty of care
- allocate health, safety and wellbeing roles and responsibilities to all people and consult with those best placed to create and co-design safe solutions
- integrate health, safety and wellbeing risk management principles into all planning and operational activities
- provide fit-for-purpose management systems, digital solutions, collaborative tools, materials, facilities and protective equipment.

Creating a learning culture – We aim to promote and enhance a positive learning culture, consistent with the principles of dignity, mutual respect, cooperation and trust, regularly reviewing our health, safety and wellbeing objectives (and targets) that drive improved health, safety and wellbeing capability, capacity and performance.

Continuously improving and leveraging opportunities – We aim to regularly review the effectiveness of our systems and processes, continuously identifying and implementing improvement opportunities through the monitoring and review of our performance. We seek compliance with legal obligations, duties and other regulatory requirements as well as aiming to achieve best practice standards, codes and industry practices.

Date of Board approval	08 December 2023
Policy Owner	Head of Safety
Accountable Executive	Chief Executive Officer
Next review date	08 December 2025