



## WORKPLACE HEALTH AND SAFETY POLICY

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# WORKPLACE HEALTH AND SAFETY POLICY

<b>Created By:</b>	<b>Reviewed By:</b>	<b>Approved By:</b>



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### 1 Purpose

Health Dynamics Pty Ltd T/A Vibe Natural Health is committed to providing a safe and healthy working environment for all its employees, management so far as reasonably practicable. This will be achieved by the leadership team, management and employees working together, following a program of occupational health and safety activities and procedures which are monitored, reviewed, and audited to achieve best practice.

Health Dynamics Pty Ltd T/A Vibe Natural Health undertakes to regularly review this policy to take account of changes in legislation, activities and services. As a result of this review, changes may be made to this policy from time to time and all employees and contractors are required to comply with those changes.

### 2 Scope

This policy applies to:

All employees of Health Dynamics Pty Ltd T/A Vibe Natural Health (whether full-time, part-time, or casual) and all persons performing work at the direction of, or on behalf of Health Dynamics Pty Ltd T/A Vibe Natural Health (for example contractors, agents, consultants, temporary staff and 'workers' as otherwise defined under relevant occupational health safety (OHS) legislation)

### 3 Health Dynamics Pty Ltd T/A Vibe Natural Health Workplace Health and Safety System

This relates to all aspects of health and safety including (without limitation):

- WHS Strategy Plan.
- Defined WHS responsibilities.
- Exercising due diligence.
- Health and safety training and education.
- Adopting a risk management approach to manage health and safety risks.
- Consultation with Persons Carrying on a Business or Undertaking and employees on matters related to health and safety.
- Emergency procedures and drills.



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- Workplace inspections.
- Incident/accident reporting.
- Management of injured workplace participants.

**4 Health Dynamics Pty Ltd T/A Vibe Natural Health Health, Safety Environment Objectives**

- To provide a safe and healthy work environment for all our employees, contractors, and other persons.
- To provide safe and healthy methods of work.
- To provide programs of health and safety activities and procedures which are continually updated and effectively carried out.
- To identify and eliminate or reduce hazards and risks to health and safety.
- To continually monitor and improve work health and safety.
- To provide education and training resources; and
- To comply with all relevant laws, rules, standards, and codes of practice.

**5 Management responsibilities**

All Directors and Managerial Staff, Managers and Team leaders are responsible and accountable for the safety of workplace participants, contractors, and company property under their control so far as reasonably practicable. Directors and Managerial Staff and Team leaders are responsible for ensuring all policies, procedures, safe work practices and safe work procedures are always followed.

**6 Employee responsibilities**

All employees are required to comply with health and safety legislation and Health Dynamics Pty Ltd T/A Vibe Natural Health's policies and procedures by taking reasonable care that their acts or omissions do not adversely affect their health or safety and that of other persons. Employees must report all hazards and incidents to their supervisors as soon as practically possible to ensure their own health and safety and the health and safety of others in our workplace, including contractors and third parties.



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### 7 Workplace Health Safety Policy Commitment

In order to implement this workplace Health Safety policy, the leadership team and management of Health Dynamics Pty Ltd T/A Vibe Natural Health is committed to:

- Complying with Australian Health Safety laws and regulations and agreed contract requirements and adhere to applicable HSE international standards, regulations and best practices;
- Managing risks and hazards of activities that have the potential to harm people, property, the environment and the reputations of Health Dynamics Pty Ltd T/A Vibe Natural Health and its customers;
- Providing adequate resources in maintaining the integrity of implementing occupational Health and Safety Management System;
- Communicating interactively with employees regularly on Health Safety Environment issues and have management review processes;
- Establishing and maintaining the required security measures to prevent unlawful acts against Health Dynamics Pty Ltd T/A Vibe Natural Health workforce and its property;
- Learning from mistakes through investigation of accidents, non-conformances, near misses and carrying out prompt corrective action to prevent recurrence;
- Applying and demonstrating a systematic approach to occupational Health and Safety management to achieve continuous performance improvement;
- Including Occupational Health and Safety performance in the employees' performance appraisal and rewards.

All employees of Health Dynamics Pty Ltd T/A Vibe Natural Health are required to confirm this policy. Observation and conformance to the company's Health Safety Environment requirements is an integral part of normal duties of all employees in every aspect of Health Dynamics Pty Ltd T/A Vibe Natural Health business activities.