



# Health, Safety & Wellbeing Policy

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# Health, Safety & Wellbeing Policy

Vicinity’s HSW Policy sets out our HSW purpose:

We empower our people to work safely and work well by putting safety at the centre of what we do. At Vicinity, we progress our work with a safer, healthier, together focus.

<b>Leadership</b>	<b>Engagement</b>	<b>Prevention</b>
<p><b>We are all HSW leaders by:</b></p> <ul style="list-style-type: none"> <li>• Demonstrating visible and meaningful safety leadership through our actions and behaviours</li> <li>• Understanding our individual accountabilities and contributions to ensuring a safe place of work</li> <li>• Leading and driving a culture of safety excellence with our people and contractors</li> <li>• Developing personnel and being actively involved in objectives and targets aimed to continuously improve safety performance, towards minimising work-related injury and illness</li> </ul>	<p><b>We will understand by:</b></p> <ul style="list-style-type: none"> <li>• Actively involving our workforce in decisions that keep them safe</li> <li>• Continually reviewing our performance and implementing improvements based on this knowledge</li> <li>• Knowing our legal obligations and ensuring we are appropriately resourced to meet them</li> <li>• Supporting team members with injuries or illness in achieving their full potential within the workplace</li> </ul>	<p><b>We will prevent harm by:</b></p> <ul style="list-style-type: none"> <li>• The systematic identification and management of risk</li> <li>• Promptly responding when concerns are raised</li> <li>• The continued assurance that our risks are adequately controlled</li> <li>• Empowering our people to speak up and make safe choices to prevent harm</li> <li>• Ensuring our team member wellbeing is always considered</li> <li>• Complying with our legislative obligations and the values that we subscribe to</li> </ul>

Peter Huddle  
 Chief Executive Officer  
 Vicinity Centres  
 1 July 2023