# Our Commitment to Wellbeing, Health and Safety

**Vision Australia is committed to** supporting, promoting and protecting the health, safety and wellbeing of all workforce members, clients and visitors.

This commitment aims is to use an integrated approach to build a stronger safety culture, reduce harm and promote positive wellbeing to create a thriving workforce.

This policy applies to all workers as defined by the relevant legislation including board members, the leadership team, employees, volunteers, clients, contractors and anyone that comes into contact with our operations.

The wellbeing, health and safety of our workforce, both physical and psychological, is a priority and fundamental to delivering quality services for our clients. It is an important part of our organisational culture and identity.

To achieve this, we will

• Value our people and recognise a legal and moral commitment to building a positive workplace culture, ensuring healthy and safe working environments.

• Consult, collaborate and communicate with our workforce, to achieve positive health, safety and wellbeing outcomes.

• Adopt a risk management approach to reduce the risk of injury, by addressing physical and mental health hazards.

• Drive continuous health, safety and wellbeing improvement.

• Fulfil relevant health, safety and wellbeing legislative and compliance obligations; and

• Provide timely and effective support to prevent ill health and assist our workforce remain well and at work.

Workplace wellbeing, health and safety is a team approach, and everyone has a role to build a healthy and safe work environment. This includes

**The Board, Leadership Team and Managers** leading by example; demonstrating a visible commitment to health, safety and wellbeing

**Our Employees, Volunteers, Clients and Contractors** taking care of their own, and others’, health and safety at work and doing what they can to manage their own stress and build their own sense of positive wellbeing.

For further information please request a copy of the detailed Wellbeing, Health and Safety Policy.

**Justine Heath**

Acting Chief Executive Officer

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