

Health and Safety Charter

Our Vision:

Our workplace will proactively promote staff health and wellbeing, and provide a safe environment so that we can help people in conflict move forward

The Board is committed to ensuring that:

- No business objective will take priority over health and safety;
- There is a proactive focus on staff wellbeing as the foundation of a strong health and safety 'first' culture
- All risks are manageable and all incidents are preventable
- Everyone is aware of their health and safety responsibilities – to their fellow staff, contractors and customers.
- All personnel have the responsibility to stop any practice, person or project they believe is unsafe or cannot be continued in a safe manner

To achieve this, the Board will:

- Ensure management is focussed on maintaining and continually improving our Health and Safety Management System
- Support the Chief Executive in leading a health and safety culture within the organisation.
- Set targets for improvement and measure, appraise and report on our performance
- Consult and actively promote participation with employees and contractors to ensure they have the training, skills, knowledge and resources to maintain a healthy and safe workplace
- Ensure the design and implementation of our services safeguard our people and customers
- Monitor compliance with legislative requirements and regulations associated with the Health and Safety in Employment Act 1992 and its amendments.

The Chief Executive is committed to:

- Implementing the Boards vision for Health and Safety.
- Ensuring managers understand their responsibilities for the occupational Health and Safety of the people working under their direction.
- Acknowledging that as Chief Executive, I am accountable for the occupational Health and Safety of people working under my direction.
- Ensuring that there is appropriate support and resourcing for health and safety management and initiatives in the workplace.

FairWay's policy is to:

- Minimise all situations which could cause personal injury or occupational illness.
- Provide safe working conditions
- Educate our employees and contractors on their Health and Safety responsibilities, including to minimise hazards in the workplace.
- Encourage all staff to actively participate in safe working practices and follow them at all times (on FairWay and other premises).
- Encourage all staff to participate in their office Health and Safety Committee and have a responsibility to maintain their own safety, and the safety of others within the workplace.
- Support the active involvement of employees and their representatives and (including unions) in managing workplace health and safety.
- Support a culture of continuous improvement in all areas of health and safety and will review and evaluate its performance.
- Report all workplace injuries and incidents and recorded accurately. This is a joint responsibility for managers and employees, with managers having overall responsibility for ensuring this occurs.
- Support the safe and early return to work of injured employees.
- Review this Charter and policy no later than 1 July 2016.

We are committed to supporting the FairWay Health and Safety Charter, including by ensuring every employee has a copy of the Charter and is encouraged to be actively involved in Health and Safety.



Chairman



Chief Executive



Signature



Signature