


Work Health and Safety Policy for the Tasmanian Bike Collective

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| Goals |
| <ul style="list-style-type: none"> • Provide a workplace free from risks to health and safety, upholding the highest standards to protect the physical, mental, and social wellbeing of all workers. • Actively engage and consult with all workers and others affected by our operations to identify hazards and eliminate or minimise associated risks as far as reasonably practicable. • Foster an environment where workers and others are encouraged and supported to raise WHS concerns and contribute to their resolution. |
| Obligations |
| <p>The Tasmanian Bike Collective is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of employees, contractors, volunteers, authorised visitors, young people and anyone else who may be affected by our business or undertakings.</p> <p>We are committed to ensuring we comply with the <i>Work Health and Safety Act 2012</i>, the <i>Work Health and Safety Regulations 2012</i>, relevant Codes of Practice and relevant Australian Standards.</p> |
| Scope |
| <p>This policy applies to:</p> <ul style="list-style-type: none"> • All employees, contractors and volunteers of the Tasmanian Bike Collective (“workers”) • Young people in our care, authorised visitors, and any other persons who may be affected by our business or undertakings. |
| Responsibilities |
| <p>Management</p> <p>Management will ensure, as far as is reasonably practicable, the health and safety of:</p> <ul style="list-style-type: none"> • all workers engaged, or caused to be engaged by us • all workers whose activities in carrying out work are influenced or directed by us • all young people in our care or who are influenced or directed by our activities • other people, by ensuring they are not put at risk from work carried out as part of our business undertakings. <p>Management will also:</p> <ul style="list-style-type: none"> • provide and maintain a work environment free from risks to health and safety • provide and maintain safe equipment, structures and safe systems of work • ensure the safe use, handling and storage of equipment, structures and substances • provide adequate facilities for the welfare of workers in carrying out work • provide any information, training, instruction or supervision that is necessary to protect all people from risks to their health and safety arising from work activities • ensure that the health of all workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury of workers arising from our business • consult with workers on all matters relating to health and safety. |

| Hazard and Incident Management | |
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| <ul style="list-style-type: none"> We are committed to proactively identifying, assessing, and controlling hazards to prevent injury and illness. All incidents, injuries, illnesses, and near misses must be reported immediately to allow for prompt investigation and corrective action. | |
| Workers | |
| While at work, our workers must: | |
| <ul style="list-style-type: none"> take reasonable care for their own health and safety take reasonable care that what they do, or what they do not do, does not adversely affect the health and safety of other people comply (so far as they are reasonably able to) with any reasonable instruction given by management co-operate with any reasonable policy or procedure for work health or safety that has been communicated to them not misuse or interfere with anything provided for work health and safety report all incidents and near misses immediately, no matter how trivial engage in consultation with management to identify, assess and control hazards and the effectiveness of such controls report all known or observed hazards to their supervisor or manager. | |
| Applying this policy | |
| The success of this policy relies on the active cooperation and commitment of all workers, contractors, visitors, and others involved in our operations. We actively encourage and support all suggestions that enhance workplace safety through preventative measures. | |
| Monitoring and review | |
| The Tasmanian Bike Collective will review this policy every 2 years, in consultation with workers: | |
| <ul style="list-style-type: none"> to assess the effectiveness of the policy by reviewing our overall health and safety performance by monitoring the effectiveness of policies and procedures. | |
| Communicating this policy | |
| This policy (and related procedures) shall be readily available in all Tasmanian Bike Collective workplace/s and all workers will be provided with a copy through their manager/supervisor. | |
| New workers will be provided with a copy as part of their induction. | |
| Relevant legislation | |
| <ul style="list-style-type: none"> <i>Work Health and Safety Act 2012</i> <i>Work Health and Safety Regulations 2012</i> | |
| Policy Authorised By: | |
| Name: Anthony Edler | Position: CEO |
| Signature:  | Date: 21.05.2025 |
| Date of next review: May 2027 | |