

# Healio Limited

## Work Health, Safety and Wellbeing Policy

### 1. Strategic Vision

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Our vision is to lead the healthcare sector in Work Health, Safety and Wellbeing (WHSW) by embedding safety into the fabric of our organisational culture. We believe that excellence in WHSW directly contributes to better patient outcomes, higher workforce engagement, and enhanced organisational performance. We commit to a just, accountable, and learning culture where safety is everyone's responsibility, and where psychological and physical wellbeing are prioritised.

### 2. Our Commitment

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We are committed to protecting the health, safety and wellbeing of all people who work with us or are impacted by our operations — including employees, contractors, patients, visitors, and the broader community. This commitment extends across all our workplaces, facilities, and organisational activities.

We recognise that excellence in health, safety and wellbeing performance is critical to our success and aligns with our organisational values, ethical obligations, and legal responsibilities. We are proactive in managing risk, fostering a culture of care, and embedding safety as a shared responsibility at every level of the organisation.

### 3. Our Objectives

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- Ensuring company officers exercise due diligence in respect of health, safety and wellbeing across the organisation.
- Ensuring managers are responsible and accountable for the health, safety and wellbeing of their teams and in their operational areas.
- Providing timely and appropriate information, instruction, supervision and training to maintain safe workplaces and patient facilities.
- Effectively consulting and communicating with our people on matters relating to health and safety at work.
- Ensuring that risk management processes support the nature of our work and that identified risks are appropriately managed to maintain health, safety and wellbeing.
- Setting and reviewing measurable WHSW objectives and targets aimed at minimising work-related injury and illness and driving continuous improvement.
- Measuring, reporting and monitoring our WHSW performance through consistent indicators and transparent governance oversight.
- Complying with applicable health and safety legislation, standards, codes of practice, and contractual requirements.
- Implementing, monitoring, and evaluating the effectiveness of our WHSW management system and policy.
- Promoting a culture of continual improvement that values learning, innovation and engagement in WHSW practices.

## 4. Our Roles and Responsibilities

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### **Leadership and Governance**

The Board and Executive Leadership Team are accountable for ensuring that appropriate governance, resourcing and strategic direction are provided to enable effective WHSW management and cultural alignment. This includes oversight of residual risks, assurance of control effectiveness, and integration of WHSW within broader enterprise risk management frameworks.

### **Company Officers**

Officers must take reasonable steps to:

- Acquire and maintaining knowledge of WHSW matters;
- Understand the hazards and risks associated with our operations;
- Ensure appropriate resources and processes are in place to eliminate or minimise risks;
- Ensure appropriate processes are in place to receive information about incidents, hazards and to respond to this information;
- Ensure WHSW responsibilities and accountabilities are embedded across the organisation;
- Ensure processes are implemented to comply with WHSW obligations;
- Verify the above measures have been carried out.

### **Managers and Supervisors**

- Implement WHSW policies and procedures in their operational areas;
- Support early identification, mitigation and reporting of hazards;
- Ensure team members are trained, competent, and aware of their WHSW responsibilities;
- Foster an inclusive and proactive safety culture;
- Show leadership in respect of WHSW matters.

### **Workers, Contractors and Visitors**

- Take reasonable care of their own health and safety and that of others;
- Follow instructions and procedures as trained and directed;
- Report hazards, risks, and incidents promptly;
- Engage with WHSW initiatives and continuous improvement activities.

## 5. Our Approach

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Our WHSW approach is underpinned by a structured and integrated management system aligned with legislative obligations, the National Safety and Quality Health Service (NSQHS) Standards, and industry best practices. Psychological health, clinical safety, and occupational risk are addressed holistically through the application of risk-based principles and an emphasis on early intervention.

Key elements include:

- Governance oversight via the Risk Committee and Executive Leadership;
- Hazard identification and risk assessment and the implementation of appropriate controls;
- Regular audits, risk reviews and system evaluations;
- Active employee and contractor consultation and participation;
- Investment in training, communication and cultural leadership programs;
- Transparent incident and hazard reporting, investigation and resolution.

## 6. Monitoring and Review

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We evaluate the effectiveness of our WHSW management system through systematic performance monitoring, assurance mechanisms and feedback loops.

- Monitoring performance against strategic targets and legislative obligations;
- Conducting internal and external audits;
- Gathering and analysing feedback from workers and stakeholders;
- Adjusting the WHSW strategy in response to emerging risks or incidents.

This policy will be reviewed biennially or following material changes in operations, regulation, or incident trends. Review outcomes will be documented and reported through Executive and Board-level governance channels.

## 7. Governance and Policy Ownership

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This Policy is owned by the Group Executive responsible for WHSW. Implementation of the Policy is supported by designated safety leads and corporate services teams.

**Authorised by:**

Paul Anderson  
Managing Director and Chief Executive Officer  
June 2025

## Version Control

Version	Date	Description of Changes	Approver	Plan of record	Plan for publication
1.0	June 2024	Group Work, Health, Safety & Wellbeing Policy Statement	CEO	-	Externally and internally
2.0	25 June 2025	Policy review and update	Board	To be reviewed and approved every two years by the Board unless required earlier	Externally and internally