

# Occupational Health and Safety Policy Statement

## Application

This policy applies to all Phronis Pty Ltd (Phronis Consulting) employees and contractors and to any other person who is notified that this policy applies to them.

## Policy

Phronis recognises and values its moral and legal responsibilities under relevant occupational/health and safety legislation to provide a safe and healthy work environment and commits to comply with same. We provide our team with the highest level of protection that is reasonably practicable against harm from hazards and risks arising out of their work with Phronis.

This policy outlines our commitment to managing physical and psychosocial risks and to comply with relevant industry standards and legislation. This commitment means that we will:

- provide safe and healthy working conditions, for the prevention of work-related injury and ill health, appropriate to the purpose, size, and context of Phronis and to the specific nature of our OH&S risks and opportunities
- provide a risk-based framework for setting the OH&S objectives, identifying hazards, assessing risks and implementing effective control measures
- implement measures to prevent, identify and manage psychosocial risks such as stress, harassment, excessive workload, workplace bullying, work-related stress, lack of work-life balance, and workplace violence
- provide an OH&S management system for all, including employees, contractors, customers, and visitors
- provide training and context to enable all employees to work safely
- provide support and assistance to employees
- consult with staff and contractors where relevant to enhance the effectiveness of our procedures and identification of risks, hazard identification and mitigation
- provide adequate resources to aid employees in fulfilling their responsibilities
- conduct investigations into all reported incidents, and drive learnings back into our practice
- respond promptly to reports or concerns related to psychosocial and physical risks, ensuring confidentiality and appropriate actions are taken
- ensure that appropriate and meaningful return-to-work programs are in place
- undertake continual improvement by conducting regular reviews and evaluations of the OH&S systems in place, to ensure they are relevant to changing work situations
- encourage an inclusive and supportive work culture that promotes open communication, teamwork, and a healthy work-life balance

While at work, all employees, irrespective of their position, acknowledge and appreciate that health and safety is also a personal commitment and that each and every one of the team must actively manage and drive our safety performance. Think safe, be safe! This commitment means that each individual employee will:

- take reasonable care to ensure good health and safety procedures are implemented at all times
- identify and support measures to eliminate or minimise unsafe conditions
- follow safe work practices, comply with all relevant policies and procedures and actively acknowledge and participate in creating an environment where people are respected and can feel physically and emotionally safe
- assume personal responsibility for their own safety and for those of other work colleagues by always operating in a safe and appropriate manner.

At Phronis, we encourage active leadership and participation in OH&S for all.



Shaun Nugent  
Managing Director  
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