

Health and safety



Responsible Executive: General Manager People, Health and Safety
Version Date: 26 March 2024 **Next review date:** 26 March 2026

Our purpose

Health and safety management is about keeping people safe FOR something, not from something. Keeping people safe for their Top 4.

This policy articulates the Icon Water Board and Executive’s beliefs, commitments and expectations around health and safety and sets a framework for establishing health and safety objectives.

For us, health and safety is about protecting and enhancing the wellbeing of all people affected by our work. This includes our employees, contractors, suppliers, customers and the ACT community. Our purpose is to keep people safe for their Top 4 – the four most important things in their lives.

Our beliefs

We believe in our people, in the importance of caring for them and the community, and in our moral obligation and ability to minimise harm.

- Our people are the backbone of our business. Without them we would not be able to provide essential water and sewerage services to support our community.
- All incidents are preventable. All our people should be able to return home from work healthy and safe.
- Safety means ‘I care’. Protecting and enhancing health and wellbeing reflects our care for each other, our families and loved ones, and the broader community.
- We have a moral obligation to go further: to not just protect but enhance the health and wellbeing of our people; to apply this to health and wellbeing at work and at home; in relation to physical and mental health.

Our commitments

We are committed to protecting and enhancing health and wellbeing through listening, resourcing, collaboration and communication.

- We are committed to protecting and enhancing the health and wellbeing of our workers and all those affected by our work, eliminating health and safety hazards where possible or reducing risks so far as reasonably practicable.
- We will do this by:
 - consultation – seeking out and listening to the concerns of those whose health and safety are affected by our work
 - resourcing – providing workers with the support, tools and resources they need to do the job safely
 - collaboration – working with all stakeholders to comply with legislative requirements, identify and implement solutions so we can continually improve
 - coordination – ensuring effectiveness of our health and safety management systems
 - due diligence – fulfilling legal and other requirements and responsibilities associated with our work and work environment.
- We are committed to never walking past an unsafe condition or unsafe behaviour, and to encouraging and having frank and open conversations about physical and mental health and safety concerns.

Our expectations

We expect all Icon Water workers to accept personal responsibility for themselves and look out for those around them.

- We expect all Icon Water leaders to demonstrate their commitment to health and wellbeing, every day in everything they do and establish business or individual objectives to improve health and safety performance.
- We expect all Icon Water leaders and workers to work in accordance with our Life Saving Commitments.
- We expect all Icon Water workers to accept personal responsibility for protecting and enhancing their own health and wellbeing and looking out for those around them.
- This means speaking up (even on tough topics), taking action (even if it's not your job) and going further (even when it's difficult).

Look out for your
TOP 4

Stay
ABOVE THE LINE

Don't underestimate your
CIRCLE OF INFLUENCE

Be a
HAZARD/RISK MANAGER