



Health and Safety Policy

1.0 Objectives

Abilities Incorporated T/A Abilities Group being a Person Conducting a Business or Undertaking (PCBU) is committed to the health, safety and wellbeing of our workers, customers and other people that may enter our facility at any time. As we believe that all work related incidents, injuries and illnesses are preventable, Abilities Group aspires to achieve a "Zero Harm" standard. We believe that health and safety is paramount to the success of the organisation and as thus is a key focus in all activities we undertake.

2.0 Abilities Group will achieve these objectives by

- a) Expecting all workers and contractors to stop work where there is a threat to their safety and / or that of others.
- b) Consulting with workers and relevant stakeholders in the decision making processes impacting on workplace health and safety.
- c) Complying with all legal requirements in accordance with The Health and Safety at Work Act 2015, codes of practice and standards applicable to our activities.
- d) Ensuring our systems and processes support the business and our workers to work safely.
- e) Demonstrate visible health and safety leadership through our supervisors, managers and Directors.
- f) Identify and understand the hazards and risks relevant to the activities we undertake and provide effective controls to assess and manage them.
- g) Provide appropriate training and support to our workers and contractors to allow them to understand our objectives and allow them to perform competently and safely.
- h) Set objectives, targets and key performance indicators that will continually drive Abilities Group to improve our health and safety performance.
- i) Learn from our performance and continuously improve our system, processes and practices.
- j) Ensure that all incidents are investigated fully and where appropriate take corrective action.
- k) Carry out regular audits / inspections of our operations.
- l) Communicate this policy to workers and other stakeholders and report on our health and safety performance regularly.

3.0 All Officers are required to

- a) Know about workplace health and safety matters and keep up to date
- b) Gain an understanding of the organisations operations and the hazards and risks associated with those operations.
- c) Ensure the PCBU has appropriate resources and processes to eliminate or minimise those risks.
- d) Ensure that the PCBU has appropriate processes to receive information regarding incidents, hazards and risks and be able to respond to that information.
- e) Verify that the processes and resources are in place and being used.


4.0 All Workers and Contractors are required to

- a) Carry out their work in accordance with Abilities Group health and safety policies, processes and procedures.
- b) Be accountable for their own safety and that of others
- c) Stop work where there is a threat to their safety and / or that of others.
- d) Report any hazards or risks, identified or potential.
- e) Report all incidents that cause injury or damage.
- f) Report all minor incidents that potentially could cause injury or damage.
- g) Take reasonable care that nothing they do will affect the health and safety of others.
- h) Comply with any reasonable instruction given to them.

5.0 Application

This Policy applies to all employees of Abilities Group, all volunteers, all contractors and all visitors to the Abilities Group facility.

This Policy will be reviewed annually.



Approved by the Managing Director

Date: 30/03/2017