

June 2019

# Workplace Health & Safety Policy



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## Workplace Health & Safety Policy

Sonic is committed to the health, safety and wellbeing of our staff, contractors and visitors. Our Workplace Health and Safety Policy recognises our responsibility to ensure that staff enjoy a work-life balance, are provided with opportunities to develop professionally and are assured of Sonic's concern in promoting their health and safety. Our commitment to a positive safety culture and proactive safety management is reflected in the SonicSAFE Improvement Program, which aims to achieve a zero-harm workplace.

In keeping with our ethical responsibilities as a Federation of Diagnostic Medical Practices and in line with Our Values, Sonic Healthcare commits to ensuring the health, safety and wellbeing of those who work with or for us as well as those for whom we provide services.

To achieve this, we will strive to prevent injuries and illnesses and to promote the benefits of good health in all workplaces and diagnostic facilities through our SonicSAFE strategy.

Sonic Healthcare will:

- Adopt strategies of minimising personal health and safety risk as an integral part of our medical diagnostic activity
- Comply with all appropriate legislation and regulations with respect to health and safety
- Provide and maintain safe physical environments, equipment and systems of work to the full extent practicable
- Minimise disruption and personal hardship related to occupational injury and illness through effective injury management and rehabilitation programs
- Ensure that all managers, supervisors, employees, labour-hire employees, contractors and visitors are aware of their responsibilities in relation to safety and hold them accountable for the provision and/or maintenance of safe and healthy workplaces and work practices
- Provide relevant information, instruction and supervision to enable all persons to work in a manner that minimises risk of injury or ill health
- Provide regular, adequate and effective training for all employees to ensure that they carry out their work safely
- Consult with employees to realise corporate WHS objectives and involve them in decisions impacting on their health and safety
- Establish measurable objectives and targets for safety across all areas of the business with a focus on Continuous Improvement
- Provide the necessary resources to enable the effective implementation of this Policy
- Routinely review the Sonic Healthcare WHS Policy to ensure it remains appropriate