

1. Purpose

Melbourne Water, owned by the Victorian Government, manages and protects our city's water supply catchments, treats and supplies drinking and recycled water, removes and treats most of Melbourne's sewage, and manages waterways and major drainage systems in the Port Phillip and Westernport region.

This Policy supports Melbourne Water's vision to enhance life and liveability across greater Melbourne and the surrounding region through the commitment to: Healthy People, Healthy Places and a Healthy Environment.

2. Scope

This Policy applies to all Melbourne Water people, including: staff, contractors, customers, community and other stakeholders, its activities and its assets: sites, facilities, plants, equipment and vehicles.

3. Objectives

Melbourne Water is committed to protect the health, safety and wellbeing of its people while supplying affordable, high-quality water, providing reliable sewerage treatment and resource recovery, managing healthy waterways, providing integrated drainage management and flood resiliency, and maintaining outstanding natural community spaces. We will strive to:

- Provide safe and healthy working conditions in order to prevent work-related injury and ill health
- Engage our people and their representatives through a consultative and participative approach through established communication channels
- Design work, facilities and assets, and apply risk management principles to ensure health, safety and wellbeing is inherent in all we do
- Maintain collaborative relationships with our workers, customers, community and other stakeholders to eliminate hazards, reduce OH&S risks and identify OH&S opportunities
- Comply with applicable occupational health and safety legal and other requirements
- Promote the importance of health, safety and wellbeing issues by appropriate training, information and communication
- Create a culture of reporting incidents, near misses or hazards, investigating events, taking appropriate actions, developing and communicating learnings from the events
- Implement, maintain and continually improve an independently certified integrated management system based on: ISO 45001, ISO 14001, ISO 9001 and ISO 22000 management system standards.

4. Principles

The management of health, safety and wellbeing at Melbourne Water is based on the Plan – Do - Check - Act methodology and is aligned to the principles of ISO 45001:2018 occupational health and safety management system standard.

5. Reporting and Monitoring

Board governance and oversight of this Policy occurs through the People, Safety, Customer and Community Committee (PSCC).

Implementation will be monitored and reported to PSCC through a collection of reports and programs, including:

- Integrated Melbourne Water Management Review Report
- Board reporting
- WorkSafe (self-insurance) reporting
- Internal IMS Assurance program (2nd line of defence)
- External Assurance program (3rd line of defence)

6. Attestation

The appropriateness of the Policy will be tested through our certification process which includes annual surveillance and certification audits against ISO 45001.

7. Accountability

This Policy is managed by SHEQ and governed by the People, Safety and Remuneration Committee.

8. Review

The content of this Policy will be reviewed every two years or earlier if significant changes to compliance obligations occur.

9. Authorising Environment

The key legal and other requirements driving the need for this Policy are listed below.

| Act, Regulations and Guidance Documents |
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| Occupational Health and Safety Act 2004 |
| Occupational Health and Safety Regulations 2017 |
| Public Health and Wellbeing Act 2008 |
| National Audit Tool (NAT) Worksafe Self Insurance |
| ISO 45001:2018 Occupational Health and Safety Management Systems – Requirements with guidance for use |
| Equal Opportunity Act 2010 |

10. Key Related Documents

| Document title |
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| Melbourne Water Strategic Direction |
| Public Health Policy |
| Environmental Sustainability Policy |
| Quality Policy |
| Risk Management Policy |
| Drinking Water Quality Strategy |
| Melbourne Water Sewerage Strategy |
| Healthy Waterways Strategy |
| GOV MAN Integrated Melbourne Water |

11. Document History

| Date | Reviewed/ Actioned By | Version | Action |
|---------------|---|---------|--|
| December 2023 | Senior Manager SHEQ Systems & Specialist Services | 22 | Simplified and aligned policy to the requirements of ISO 45001, including wording around prevention of injury and ill health, and commitment to eliminate hazards. |
| November 2020 | Manager SHEQ Service Delivery | 21 | Added to new template Review and update of Policy |