

Work Health Safety Policy

Section 1 - Work Health Safety Policy

At Southern Cross University, safety is defined as the presence of capacity, not merely the absence of incidents. We are committed to fostering a safe and healthy workplace for our people and the community we serve.

As leaders, we take our responsibilities toward Workplace Health & Safety (WHS) seriously, understanding the importance of the safety and well-being of our people and community. Our WHS aspiration is to conduct our University in a manner that causes no harm to the health and safety of our people and community. We don't just talk about it; we own it. Living and communicating this policy is our commitment to honoring our word, and building trust through action.

Our leaders actively engage with our workforce, immersing themselves in everyday activities, asking curious questions, and seeking continuous improvement opportunities.

Hazard and Risk Appraisal

Acknowledging the inherent WHS risks in our work, we are committed to being risk-aware, intelligent, and vigilant. We treat H&S risk assessment as a pivotal aspect of our planning process. We unequivocally state: that we don't want to see anyone killed or seriously hurt. Hazard identification and risk control are integral to our operations. We use our safe working framework to identify hazards, assess potential impacts, and implement controls to eliminate or minimise risk. Empowering our workforce with the right tools and knowledge, we engineer out risk where possible and implement effective controls.

Consultation, Communication & Participation

We foster a culture of open communication and collaboration. Every voice counts, and we commit to listening and participating in meaningful conversations actively. We encourage everyone to speak up, take accountability, and actively engage in learning and sharing.

Performance Evaluation

At SCU, we embrace continuous learning and transparency. Through internal reporting, audits and performance data reviews, we identify opportunities for improvement. Learning from experiences is ingrained in our culture. We believe that what's good today can be great tomorrow with continuous improvement.

Bold and Contemporary Approach

Taking a bold, contemporary, and evidence-based approach to H&S, we link our practices back to our H&S strategy, creating a culture of empowerment. We care about our people both inside and outside our University. Together, we are all on this journey towards creating a smart, healthy, and safe workplace.

Focus on Well-being

Our commitment extends beyond physical safety. We consider individual and team well-being, recognising and managing work-related stress and other psychosocial hazards. This includes recognising that sexual assault, sexual harassment, gender-based violence, stalking, and the workplace impacts of domestic and family violence may present serious physical and psychosocial risks. We foster a culture where it's safe to be bold because we believe in the courage and conviction of our people to shape a workplace that is smart, healthy, and safe. Our culture is supportive,

innovative, and fun, built on honesty, openness, and mutual respect.

Executive Commitment

SCU's Executive is personally committed to:

- a. Taking overall accountability and responsibility for the prevention of work-related injuries.
- b. Ensuring that this policy and the objectives are established and compatible with the strategic direction of the University.
- c. Integrating the WHS Management System into operational decision-making.
- d. Allocating appropriate resources for system establishment, implementation, maintenance, and continual improvement.
- e. Protecting employees from reprisal when reporting hazards, risks, and opportunities.
- f. Ensuring and monitoring consultation and participation of employees.

This policy is to be read in conjunction with the policies and procedures comprising the WHS Management system. It shall be communicated to all workers via noticeboards and the intranet to ensure awareness of commitments, rights, and responsibilities. The policy has undergone consultation through the health and safety committees.

Status and Details

Status	Current
Effective Date	18th June 2026
Review Date	16th December 2027
Approval Authority	Director, Governance Services
Approval Date	18th June 2026
Expiry Date	Not Applicable
Responsible Executive	Kim Franks Vice President (People and Culture)
Head of Work Unit	Shaun Brown Manager, Workplace Health and Safety
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