

Application

This Policy states the commitment of Pacific Link Housing and its wholly owned subsidiaries (PLH Group). This Policy covers all PLH Group employees as well as volunteers, visitors, and contractors.

Purpose

This Policy states the commitment of Pacific Link Housing Group (PLH Group) to the health and safety of all people who work in or visit our office, sites, or our properties. PLH Group will comply with the NSW [Work Health and Safety Act 2011](#), [Work Health and Safety Regulation 2025](#) and other relevant legislation. Failure to follow Safe Work Procedures, bypassing a risk control measure or interfering with another person's efforts to work safely may lead to prosecution under the WHS Act and will also be dealt with under the PLH Group Code of Conduct.

Objective

PLH Group's overall aim is to provide a safe working environment with the expectation that no person shall come to any harm at our workplaces. PLH Group will monitor and measure the organisation's safety performance against this objective and seek to continuously improve our systems and procedures.

Values

The following values form the basis of achieving our aim:

- People are PLH Group's most valuable asset, and the organisation is committed to ensuring the health and safety of everyone in the workplace.
- Everyone has a responsibility for safety: their own and that of others.
- An incident-free working environment is actively pursued to minimise incidence of injuries, both physical and psychological.
- Employees will never be criticised for walking away from a dangerous situation.
- Communication and consultation are central to working together for a safer workplace.

Strategies

The strategies to implement this Policy include:

1. Strategic planning processes led by PLH Group's Board to achieve our WHS objectives.
2. The implementation, maintenance, and review of PLH Group's WHS management activities.
3. The implementation and maintenance of the Group's Risk Management Framework (consistent with International Risk Management Standard ISO 31000:2018)
4. Documentation and communication of WHS responsibilities for all employees.
5. Ensuring foreseeable hazards are identified, assessed, and controlled.
6. Provision of appropriate WHS training and dissemination of WHS information to all employees and contractors.
7. Consulting with PLH Group's Board, employees and contractors about decisions that may affect WHS.
8. Provision of adequate human and financial resources to ensure effective implementation of the WHS Management System.
9. Employee-elected WHS Committee that meets regularly with representatives of each operational team.
10. Appointment of a qualified Health & Safety Representative in accordance with provisions contained in the Work Health and Safety Act 2011
11. Publication of this Policy at PLH Group's office reception, as well as on our intranet and website.

Policy Owner	Group Executive Manager, People & Culture
Approval Authority	Board
Approval Date	March 2026
Next Review	March 2029
Website published	Yes