

## Sydney Opera House Policy

<b>Title:</b>	Work Health and Safety Policy
<b>Policy Number:</b>	SOH111
<b>Effective Date:</b>	23/12/2022
<b>Authorisation:</b>	Chief Executive Officer
<b>Authorisation Date:</b>	22/12/2022
<b>Superseded Policy:</b>	Occupational Health and Safety Policy
<b>Accountable Director:</b>	Executive Director, Building, Safety & Security
<b>Responsible Officer:</b>	Head of Safety

### 1. CORE PROPOSITION

- 1.1. The Sydney Opera House (SOH) acknowledges that work health and safety (WHS) is critical to achieving SOH's vision, mission and values. Safety is SOH's greatest responsibility.
- 1.2. SOH's safety objective is to ensure that its workplace and environment are safe and healthy for everyone. The Work, Health and Safety Policy (this Policy) sets out specific commitments and how they will be implemented to ensure that SOH meets its safety objective.
- 1.3. This Policy describes how SOH discharges its obligations with respect to the *Work Health and Safety Act 2011 (NSW)*, the *Work Health and Safety Regulation 2017 (NSW)* and the relevant standards and codes of practice.

### 2. SCOPE

- 2.1. This Policy applies to all Officers, Workers, performers and patrons of SOH; and to all SOH-owned or operated sites, including those places a Worker goes, or is likely to be, while at work.
- 2.2. This Policy has been designed in acknowledgement of the fact that SOH will frequently share work health and safety duties with other persons carrying on a business or undertaking (PCBUs) such as commercial partners, contractors, venue hirers, resident companies, presenting partners and suppliers.

### 3. DEFINITIONS

- 3.1. **Officers** - includes all persons who make or participate in making decisions that affect the whole, or a substantial part of SOH's business, or that have the capacity to significantly affect SOH's financial standing. This includes members of SOH's Board of Trustees and Executive team.
- 3.2. **WHS Management System (WHSMS)** - comprises this Policy and all systems and other documentation that contribute to fulfilling our WHS commitments including as set out in the Safety pages on InTouch.
- 3.3. **Workers** - has the meaning provided in the *Work, Health and Safety Act (NSW)* and includes Employees, and any other person engaged to undertake work in any capacity on behalf of SOH, including contractors and subcontractors and their employees.

### 4. WORK HEALTH AND SAFETY COMMITMENTS

- 4.1. SOH is committed to ensuring, so far as is reasonably practicable, the health and safety of all Workers, performers and patrons at SOH by:
  - Providing and maintaining a safe work environment, including safe plant and structures, systems of work and adequate facilities.
  - Providing information, training, instruction and supervision as necessary.
  - Consulting with Workers and other PCBUs.

- Applying a risk management process to eliminate or control hazards that could result in injury or ill health.
- Implementing initiatives aimed at monitoring and improving the health, safety and wellbeing of all Workers.
- Increasing awareness of the importance of workplace safety.

## 5. CONSULTATION

Consultation is fundamental to creating a workplace environment that is safe and healthy for everyone. In line with *SOH's WHS Consultation Statement*, SOH will:

- Consult, cooperate and coordinate at all levels of SOH to ensure the effective management of health and safety and the development, implementation and improvement of the WHS Management System (WHSMS).
- Facilitate consultation with Workers through nominated consultative groups. All consultative groups will include both Employee and management representatives.
- Ensure that, so far as is reasonably practicable, SOH consult, cooperate and coordinate activities with the other PCBU/s where SOH and one or more other PCBUs each hold duties in relation to the same health and safety matter.

## 6. IMPLEMENTATION

Examples of how SOH will practically implement its commitments include:

- Implementing and maintaining procedures for identifying, assessing and controlling workplace hazards and risks, so far as is reasonably practicable.
- Ensuring that risk assessments are undertaken for events, productions and works carried out by contractors.
- Establishing measurable objectives and targets for health and safety at all levels of the organisation, to ensure continual improvement.
- Regular analysis and review of WHS and injury management performance including Key Performance Indicator (KPI) targets.
- Allocating human and financial resources to ensure effective implementation of the WHS system.
- Ensuring all Workers are aware of their individual responsibilities with respect to WHS legislation and SOH's WHSMS.
- Regular and consistent reporting of all WHS matters to Officers to ensure they have up to date knowledge of WHS matters affecting SOH.

## 7. RESPONSIBILITIES

7.1. Everyone is responsible for complying with WHS obligations.

7.2. All Workers are responsible for:

- Taking reasonable care for their own health and safety, and ensuring that their own acts or omissions do not adversely affect the health and safety of others.
- Complying, so far as they are reasonably able, with any reasonable instruction and cooperating with all requirements under the WHSMS.
- Actively participating in organisational programs and activities as required.

7.3. Workers with management responsibilities are responsible for ensuring, so far as is reasonably practicable within their roles, that the Workers they supervise or manage are aware of and abide by this Policy.

7.4. Officers are responsible for exercising due diligence to ensure that SOH complies with the commitments outlined in this Policy.

## 1. RELEVANT LEGISLATION AND SUPPORTING DOCUMENTS

- Work Health and Safety Act 2011 (NSW)
- Work Health and Safety Regulation 2017 (NSW)
- SOH WHS Consultation Statement

- SOH Code of Conduct.

### Version History

Version	Approved by	Approval date	Effective date	Sections modified
1.0	Chief Executive Officer	21/09/2018	21/09/2018	New policy.
1.1	Chief Executive Officer	22/12/2022	23/12/2022	General review as part of SOH's governance processes. Update of outdated references and formatting.

### APPROVED



Chief Executive Officer  
Date: 22 December 2022