



TELSTRA SNP MONITORING

Maintaining a Culture of Safety

TSM believes our people to be our greatest safety asset and we are committed to the development, maintenance and continuous improvement of a safety culture that embraces our people, our clients, our contractors, and members of the public.

The leadership team recognises that legislative compliance is just the beginning of our commitment, and that the safety behaviour of our people will ultimately deliver the best outcomes for the company in human, social and financial terms.

In order for our organisation to meet our commitments we will:

- Deliver safe, healthy workplaces that are free from harm and the risk of harm through safe work practices and procedures.
- Provide suitably equipped and dedicated WHS resources within the business to ensure our systems remain effective and compliant.
- Set clear safety related role and responsibility criteria that integrates with our organisational behavioural framework.
- Ensure all managers and supervisors demonstrate clear and simple health and safety leadership and maintain an up to date knowledge of health and safety requirements.
- Establish and maintain effective methods of consultation, cooperation and coordination with all stakeholders.
- Ensure that our hazard management system effectively identifies, assesses and controls our risks to deliver practicable safety solutions.
- Develop and improve our safety and injury management culture through ongoing training and provision of resources for our workers.
- Ensure adequate provision for a timely, safe and durable return to work for injured workers.
- Where injury or incident occurs, ensure reporting and investigative strategies facilitate identification of the root cause so that we implement effective solutions.
- Set performance objectives and targets across all levels of our organisation that will continuously improve our safety management system.
- Ensure our management systems are subject to ongoing regular review and preventative and corrective actions deliver sustained continuous improvement.
- Evaluate our overall performance annually through clear and simple measurements that will enable the leadership team to ensure WHS resources remain effective in maintaining our culture of safety.

This policy has been endorsed by TSM's leadership team.

Gary Whelan
CEO