

## Work, Health and Safety Policy

Banyan House<sup>1</sup> is an Alcohol and Other Drug Recovery centre located in Darwin, Australia. Our mission is to understand and reduce the harm to people, families and communities caused by alcohol and other drugs addiction and any co-occurring mental health disorders, by providing a holistic, and evidence based approach to rehabilitation and community education and awareness.

### Our goal

Our goal is to lead the way in rehabilitation developing emotionally strong, healthy individuals, families and communities, free from the effects of substance misuse.

### Our commitment

We will:

- Provide a safe and healthy work environment in accordance with ALL legal and other requirements to all our Stakeholders.
- Consideration of the context of the organisation and aligning the QHS management system with the strategic direction of Banyan House.
- Satisfying client(*customer*) and applicable statutory and regulatory requirements

### Our responsibility

- Each person engaged in Banyan House:
  - Has a responsibility to prevent harm to themselves, fellow employees, residents and other Stakeholders, as well as company assets and intervene when others are not.
  - Will take full responsibility and accountability to braid quality ,customer satisfaction, health and safety into every activity they are involved in at any time while discharging their duties to ensure continual improvement
- Each leader is accountable for their actions and that of their teams and to communicate our requirements and expectations to all employees, contractors, visitors and other stakeholders to involve them in its implementation.
- No task will be undertaken without a clear understanding of the best method to mitigate the risk of injury, occupational health, damage to assets and environmental harm.
- We continually strive to improve our QHS performance by establishing measurable objectives and targets and by performing regular audits on our QHS systems to improve our performance against this policy.

### Our systems

Quality, Health and Safety considerations are fully integrated into our business through hazard identification and risk assessments. Our work processes and training programmes are designed so they:

- Encourage effective stakeholder participation and consultation to ensure continual improvement
- Protect the Health and Safety of our Stakeholders
- Build from a foundation of compliance with applicable legislation, corporate policies and business expectations
- Ensure open and transparent reporting of incidents
- Track and apply new rehabilitation programs and ongoing education of employees
- Ensure careful selection of suppliers
- Ensure that our Policies and Procedures reflect what we actually do
- Ensure continual upgrading of the QHS management system in all stages ranging from initial client assessment to completion of the rehabilitation program

The CEO is responsible for communicating the WHS Policy to all persons working for, or on behalf of, Banyan House and making it available to the public.

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<sup>1</sup> Banyan House refers to “The Forster Foundation for drug rehabilitation trading as Banyan House”