

# Safety, Health and Wellbeing Policy

Main Roads is committed to  
"consistently leading safe outcomes"

## Intent

All Main Roads staff and others working on Main Roads' behalf will:

- Strive to provide a safe and healthy working environment and conditions focused on the prevention of work related injury and ill health.
- Demonstrate safety leadership and support a culture of commitment and collaboration, which actively improves work safety, health (both physical and psychosocial) and wellbeing.
- Be responsible for safety and demand consistent performance from everyone we work with to manage all risks.
- Have the capability and flexibility needed to demonstrate good safety, health and wellbeing behaviours to others in the workplace.
- Demonstrate continuous adherence with Legislative requirements, Codes of Practice, Standards, industry Best Practices and other requirements to which we subscribe.
- Recognise and consistently incorporate safety, health and wellbeing as an integral part of business decisions and performance.
- Work collaboratively to assess, review and improve wellbeing.
- Communicate this policy to stakeholders and interested parties.



John Erceg  
Managing Director of Main Roads

## Objectives

To ensure we achieve the intent of this policy, our objectives are to:

### People

- Strengthen our safety culture through consistent, aligned and active leadership practices.
- Encourage and support our workers' active participation in safety, health and wellbeing capability development.
- Support ongoing consultation with, and participation of, our workers and their representatives in the review and improvement of our safety management system.

### Practice

- Demonstrate consistent application of our safety, health and wellbeing policies, practices and procedures across the organisation and with our business partners, based on effective risk management.
- Eliminate hazards so far as reasonably practicable, and otherwise seek to minimise risks through implementation of suitable controls.
- Promote greater innovation and learning in developing the most effective and efficient ways to meet our safety, health and wellbeing responsibilities.

### Performance

- Establish clear safety governance through defined accountabilities and personal responsibility at all levels.
- Review, evaluate and continuously improve our safety, health and wellbeing performance with measured, targeted KPIs and leadership review practices.
- Implement, maintain and continuously improve an effective safety, health and wellbeing management system compliant to ISO 45001 across all Main Roads business activities.

This policy forms part of the Integrated Management System (IMS) and is reviewed every two years or as required to ensure it complies and is relevant to legislative and business obligations.