

# Company Policy-Pol 3054

## Safety

October 2018

CITO Transport recognises its safety duties under the *Heavy Vehicle National Law (HVNL)* and the *Work Health and Safety Act* to ensure the safety and wellbeing of its employees and the safety of its transport activities.

CITO Transport values the benefits of promoting and maintaining a safe transport operation for its employees, contractors, customers and other road users. It is committed to undertaking all transport activities in a way that is as safe as reasonably practicable.

CITO Transport is committed to:

- supporting the management of safety through the provision of appropriate human and financial resources that will result in an organisational culture that:
  - fosters safe practices and regulatory compliance
  - encourages effective safety reporting and communication
  - actively manages safety with the same importance as that given to financial management
- ensuring the management of safety as one of the primary responsibilities of all managers
- clearly defining employee accountabilities and responsibilities for the delivery of safety
- establishing and implementing hazard identification and risk management processes to eliminate or minimise risks associated with business activity to a point that is 'as low as reasonably practicable'
- encouraging all employees to report information concerning safety, in line with a Just Culture
- investigating safety incidents with the aim of improving the business's future safety performance and not to apportion blame
- complying with—and wherever possible exceeding—legislative and regulatory requirements and standards
- establishing and measuring safety performance against realistic objectives and/or targets
- continually improving safety performance and conducting safety management reviews to ensure relevant safety action is taken and is effective
- ensuring sufficient skilled and trained resources are available to implement safety strategies and processes
- ensuring all employees are:
  - provided with adequate and appropriate safety information and training
  - competent in safety matters
  - only allocated tasks relevant to their skills, qualification and competence
- ensuring all visitors and third parties are made aware of the safety risks and related controls they must follow
- maintaining physical infrastructure, including buildings, plant and equipment, in a condition that ensures it is safe to use and consistent with environmental management—minimising waste and pollution—as far as reasonably practicable.