



Purpose and background

MBC is committed to conducting our activities in a manner that ensures that the health, safety and wellbeing of our workers and other interested parties is not compromised.

Scope

MBC will foster an H&S culture that is collaborative, inclusive and on a path of continual improvement. Health, safety and wellbeing impacts on all workers and other interested parties. Our H&S Management system will cover all activities of our organisation.

Responsibilities & Expectation

MBC will demonstrate the commitment of top management to Health & Safety by:

- Provision of a workplace that supports wellbeing and good mental health
- Reducing the potential for incidents by ensuring that hazards in our workplaces are adequately assessed and risks are appropriately controlled and monitored
- Using the hierarchy of controls with the goal of elimination of hazards
- Reporting and investigating incidents, and ensuring that lessons are learned from such events
- Ensuring workers are adequately trained on the health and safety matters that affect them
- Facilitate engagement by encouraging active, open consultation, collaboration and participation
- Providing ample resources to safely conduct our activities and meet our H&S objectives
- Regularly reviewing our health and safety objectives in line with industry best practice
- Complying with all relevant statutory duties, regulations and codes of practice
- Continuously improving our health and safety management system

It is expected that all workers and other interested parties shall:

- Be accountable for their own safety and the safety of their area of responsibility
- Report when safety has been compromised along with rectifying the situation if possible
- Not knowingly create situations where safety is compromised
- Look to minimise risk and proactively look for ways to improve processes

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Revision history and effective date

Document owner: Felicity Drennan
Document Reviewer: Mark Hamilton
Document Controller: Gareth Schnoor
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Amendments

Date amendments approved	Amendment details/reason	Amended by	Reviewed by	Version
September 2014	Bi-annual review. Checked current with existing H&S legislation and standards. Amended DoL references and reviewed responsibilities to reflect organisational changes	Lisa Hankey	Governance Team	v.2
26 May 2016	Biennial review. Checked policy against new HSWA 2015. Reviewed responsibilities to reflect organizational change	Lisa Dickson	Management Team	v.3
13 June 2017	Review. Added document owner.	Nikita Davis	Felicity Drennan	v.3.1
18 June 2018	No changes required.	Mark Hamilton	Felicity Drennan	v.3.2
24 June 2019	No changes required.	Mark Hamilton	Felicity Drennan	v.3.2
13 April 2020	No changes required.	Nikita Davis	Felicity Drennan	v.3.2
23 February 2021	Complete overhaul. Updated to reflect changes in emphasis and nomenclature in relation to 45001 standard. Reduced in size to be more specific and clear.	Mark Hamilton	Felicity Drennan	v.4.0
2 March 2022	No changes required.	Mark Hamilton	Felicity Drennan	v.4.0
11 January 2023	No changes required.	Mark Hamilton	Felicity Drennan	v.4.0
16 January 2024	Reinforced wellbeing and mental health.	Felicity Drennan	Mark Hamilton	v.4.1
21 January 2025	No changes required.	Felicity Drennan	Mark Hamilton	v.4.1
16 December 2025	No changes required.	Felicity Drennan	Mark Hamilton	v.4.1