

Policy Statement *Occupational Health and Safety*

Overview

Melbourne Royal® (The Royal Agricultural Society of Victoria Limited) is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as clients, visitors and members of the public.

The responsibility for managing health and safety ultimately rests with the Directors and Management.

Workers also have important responsibilities for health and safety in the workplace.

Melbourne Royal is committed to complying with the Occupational Health and Safety Act (VIC) 2004, the Occupational Health and Safety Regulations (VIC) 2017, codes of practice and other safety guidance material.

Management will:

- Ensure the business complies with all legislation relating to health and safety.
- Develop and maintain a safety culture which aligns with Melbourne Royal's values.
- Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable.
- Provide information, instruction and training to enable all workers to work safely.
- Consult with and involve workers on matters relating to health, safety and wellbeing.
- Investigate incidents and report to relevant authorities, regulators or third parties as required.
- Provide appropriate safety equipment and personal protective equipment (PPE).
- Provide a suitable injury management and return to work program.
- Provide appropriate resources and mechanisms to manage physical and psychosocial risks in the workplace.
- Report health and safety hazards in accordance with legislation, policies and procedures.
- Regularly review the workplace health and safety framework to ensure continuous improvement.

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, co-operation and commitment of everyone in the workplace.

Workers are accountable for their actions, decisions and choice of behaviour/s and for promptly raising concerns about workplace health and safety or policy breaches by following the reporting procedures of Melbourne Royal.

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CEO name: Brad Jenkins

President name: Matt Coleman

CEO signature:

President signature:



Date: 31 October 2025

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Review Date: November 2026