



Workplace Health, Safety and Wellbeing Policy Statement

Endeavour Foundation, including our entities Community Solutions Group and BRACE, is dedicated to creating a proactive safety culture where all our workplaces are physically and psychologically safe. We are committed to promoting a safe and healthy environment and recognise that this is foundational to achieving our purpose and demonstrating our values.

Definitions

- Workplace Health and Safety (WHS): *Proactively reducing the risk of harm.*
- Workplace Wellbeing: *Creating psychologically safe workplaces.*

We believe that a common understanding of these terms is key to aligning everyone in the Organisation with the same expectation in our workplaces, supporting all those who interact with it.

We strive to:

- provide an inclusive system for all employees, where the supporting documentation, training, and programs are audience-specific,
- empower all employees to actively participate in identifying hazards and mitigating risks, promoting a sense of ownership and responsibility,
- foster a culture of open communication where concerns can be raised without fear, and
- regularly review and update our safety practices to ensure they are effective and relevant to the unique environments of Endeavour, Community Solutions Group, and BRACE.

Safety in Our Client Support Environments

In settings where we provide support to clients, we know that the health, safety and wellbeing of our employees directly impacts the experience and safety of those we serve. We are committed to:

- creating environments that are physically safe and emotionally supportive,
- involving clients in safety discussions and decisions to the extent possible, and
- continually evaluating and improving safety measures to ensure the highest quality care.

Our Shared Responsibility

We believe that health, safety and wellbeing is a shared responsibility across all our workplaces.

All employees, volunteers, contractors, and visitors to our workplaces are expected to adhere to our safety policies and procedures. Everyone is encouraged to make a personal choice in displaying positive behaviours when interacting with our people, clients, customers, and visitors.

David Swain
Chief Executive Officer

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