



Workplace Health and Safety Policy

Bounce Fitness recognises that the health and safety of all persons employed within the organisation and those visiting is of utmost importance. Resources in line with the importance attached to workplace health and safety will be made available to comply with all relevant Acts and Regulations and to ensure that the workplace is safe and without risk to health.

Management Responsibility

The promotion and maintenance of workplace health and safety is primarily the responsibility of management. Management at all levels is required to contribute to the health and safety of all persons in the workplace. To this end, it is the responsibility of management to develop, implement and keep under review, in consultation with its employees, the organisation's WHS Program in each Centre.

Specific Responsibilities

a) Centre management

Each Centre Manager is required to ensure that this policy and the WHS Program is developed and effectively implemented in their areas of control, and to support staff and hold them accountable for their specific responsibilities.

Each Centre Manager is responsible, and will be held accountable, for taking all practical measures to ensure that:

- o **WHS Program compliance in the area of their control and employees are supervised and trained to meet their requirements under this Program;**
- o **Employees are consulted in issues which affect their health and safety and any concerns they may have are referred to management.**

b) Employees

All employees are required to co-operate with the WHS Policy and Programs to ensure their own health and safety and the health and safety of others in the workplace.

c) Contractors

All Contractors engaged to perform work on the premises or locations are required, as part of their contract, to comply with the workplace health and safety policies, procedures and programs of the organisation and to observe directions on health and safety from designated officers of the organisation. Failure to comply or observe a direction will be considered a breach of the contract and sufficient grounds for termination of the contract.

Workplace Health and Safety Program

In order to implement the general provisions of this policy, a program of activities and procedures will be set up, continually updated and effectively carried out. The program will relate to all aspects of workplace health and safety including:

- **WHS training and education;**
- **Provision of information to employees, contractors and those attending the Centre for its intended purpose;**
- **Development of safe work procedures;**
- **Emergency procedures and drills;**
- **Provision of WHS equipment, services and facilities;**
- **Regular workplace inspections and evaluations; and**
- **Reporting and recording of incidents, accidents, injuries and illnesses.**