



# Health, Safety, Community & Environment Policy

**AB-0002**

## Why is it important?

ANSTO is committed to our core values of Safe, Secure and Sustainable. It is essential that we protect, promote, and enhance the physical and psychological health and wellbeing of our people, as well as our community and the environment. We acknowledge that we all have a role to play in protecting our people, community, and the environment - when we see something, we say something.

## Managing our health and safety risks: safety is everyone's responsibility

Safety is not compromised by other priorities. We manage our health and safety risks by embedding our values as core behaviours in all aspects of our organisation centred on being safe. We fulfil our duties to consult and seek the participation of our staff in identifying hazards, risk assessment, selecting and implementing controls, and developing safe work systems and environments. Our staff are empowered to stop work if they feel unsafe. We seek opportunities for continual improvement. In consultation with, and with the participation of, our workers and key stakeholders we aim to fulfil our legal and other requirements and identify safety hazards and risks, then assess their impact (actual and potential). We aim to eliminate risks where it is reasonably practicable and otherwise implement safety controls to minimise risks using the hierarchy of controls.

## Working with our communities: building enduring beneficial relationships

We seek to contribute to the health, wellbeing, economic and social development of our communities by building and maintaining mutually beneficial relationships with our communities that are based on trust and care. We consult with our community stakeholders in good faith on matters that directly affect them. We maintain effective complaints handling processes and ensure community members are made aware of them. We continue to develop and deliver cultural awareness and competency training with input from appropriate Indigenous groups and other relevant agencies. We recognise and support diversity, inclusion, and equity as fundamental to our organisation and values. We are committed to ending forced labour, modern slavery, human trafficking, and child labour.

## Managing our environmental risks

We are committed to protecting the environment from our operations and preventing or minimising pollution to the satisfaction of 'as low as reasonably practicable.' We assess all environmental impacts methodically by identifying and managing environmental aspects through appropriate and effective controls. We ensure that we fulfil our environmental compliance obligations and embed the principles of ecologically sustainable development in all activities that have a potential impact on the environment. We maintain awareness of and accountability for any adverse impacts of our work and promoting environmental guardianship. We continually improve our environmental management system and environmental performance through setting clear targets and objectives. We use sustainable procurement practices to reduce the adverse impacts of purchased products and services on the environment throughout their life cycle and beyond.

## What else is important for you to know about ANSTO health, safety, community and environmental management?

### Health and Safety at Work

ANSTO understands its obligations and responsibilities under the Work Health and Safety Act 2011 (WHS Act) and all other relevant Australian Government legislation, regulation, and policies. It is essential that we fulfil our duties to ensure our workers are provided with a safe and healthy workplace and that risks to health and safety are eliminated so far as is reasonably practicable.

- We have embedded and continue to improve the health and safety management system and performance, consistent with the international standard ISO 45001. Applying a systematic quality management approach consistent with the international standard ISO 9001 in support of organisational excellence.
- We comply with legal and regulatory requirements at a minimum.
- We maintain systems to inform our people and other stakeholders about potential health and wellbeing hazards and controls.
- We monitor and enhance the effectiveness of health and wellbeing risk and exposure controls.
- We use the hierarchy of controls (elimination, substitution, separation, engineering, administrative, personal protective equipment).

### Modern Slavery

ANSTO has published a Modern Slavery Statement in accordance with the Modern Slavery Act 2018 (Cth).

- We manage the risks of modern slavery in our operations and supply chains and act to address those risks through our procurement practices.
- Through our three core values, Safe, Secure and Sustainable, we recognise the importance of the same ethical conduct and protection of human rights as is critical to upholding our commitment to eradication of modern slavery. We do this through compliant, responsible, and ethical business practices.

### Environmental protection

ANSTO is committed to improving our environmental performance in accordance with Australian Government legislation and policy. We manage environmental impacts using the hierarchy of controls and use a range of communication methods, including all staff messages and intranet content, to support staff to mitigate environmental impacts.

- We ensure compliance with relevant Australian Government environment legislation, regulation and policies and other relevant requirements to prevent or minimise adverse impacts.
- We preserve cultural heritage and manage it in consultation with relevant stakeholders as part of our contribution to the preservation of the physical and intangible cultural artefacts and living stories inherited from past generations.
- Where it aligns with ANSTO's long-term strategic planning objectives, ANSTO aims to conserve and improve the ecological value of our campuses and buffer zone.
- We embed environmental considerations into all decision-making processes and implement an environmental management system consistent with the ISO 14001 standard.