

# Board of Directors

## Health, Safety and Wellbeing Charter

### The Site Safe Board commits to:

- Establish and maintain a Health, Safety and Wellbeing policy statement that is communicated to all employees and other workers and prominently displayed in all workplaces.
- Ensure the organisation's Health, Safety and Wellbeing management system is fit for purpose, sufficiently funded and supported in order that Site Safe can manage and continually improve performance against the HSW risks associated with running Site Safe.
- Ensure all employees, individual contractors, and other workers undertaking Site Safe activities are provided with safe, healthy, and well-maintained work environments, along with the necessary tools and equipment to carry out their work activities safely.
- Ensure all employees and other workers undertaking Site Safe activities are fully informed about and trained in proactively managing the hazard and risks associated with their work activities and environment.

### The Board of Site Safe will:

- Maintain a Board Health, Safety and Wellbeing plan that covers off the due diligence elements and ensures engagement with organisations in the Health, Safety and Wellbeing space.
- Hold management to account for delivering the intent of the Health, Safety and Wellbeing policy.
- Specify Health, Safety and Wellbeing measurable targets to management and establish reporting regimes to the Board that will track the organisation's performance against the targets and the policy.
- Ensure the employment arrangements with the Chief Executive include specific responsibilities and accountabilities in regards to Health, Safety and Wellbeing.
- Establish Health, Safety and Wellbeing as a lead agenda item at Board meetings.
- Be available to any employee or other worker who believes their raised work Health, Safety and Wellbeing concerns are not being addressed by management.
- When visiting Site Safe places of work, actively engage with employees and other workers in the workplace in regards to health, safety and wellbeing and any issues of concern, and raise with management.
- Delegate one of its members to:
  - Regularly meet with the Chief Executive and review Health, Safety and Wellbeing performance.
  - Attend and contribute to the organisation's National Health, Safety and Wellbeing meetings.
  - Review working environment audits to see that policy requirements are being met.
  - Report to the Board at Board meetings setting out meetings held, discussions and issues raised.

### Signed by Board Members:



Will Peet  
Chair



Grant Thomas  
Deputy Chair



Karyn Beattie



Maurice Davis



Don Roberts



Nigel Smith



Dean Tallentire



Pete Lockhart



Phillip Thorpe

ISSUE DATE:  
01 NOVEMBER 2025  
NEXT REVIEW DATE:  
31 OCTOBER 2026