



Safety and Wellbeing Policy

South Australian Cricket Association Limited (**SACA**) is committed to providing a safe, inclusive and supportive working environment.

We believe that a safe workplace is one in which everyone feels valued, heard and empowered to contribute to their fullest potential. Our safety and wellbeing practices are designed to protect and nurture not only physical health but also social, mental and emotional wellbeing.

We seek to foster a culture that embodies the following values to promote overall safety and wellbeing:

- **Prioritise people:** Consider and protect the safety and wellbeing of people in our workplace and in making decisions and undertaking our activities.
- **Foster inclusivity:** Seek to adopt safety and wellbeing measures that are inclusive and accessible, recognising and accommodating diverse needs.
- **Promote wellbeing:** Support holistic wellbeing through initiatives that address physical, mental, and emotional health.
- **Encourage open communication:** Maintain a culture of transparency and a collaborative approach, where safety or wellbeing concerns can be freely raised, reported and addressed without fear of reprisal.
- **Lead by example:** Demonstrate our commitment to safety and wellbeing through the actions and attitudes of our leadership and management teams.

This policy applies to:

- SACA's Directors, officers and employees;
- SACA contractors;
- SACA volunteers;
- persons undertaking an internship, work experience, secondment or similar with SACA; and
- visitors to, or any persons attending, SACA's workplace(s).





SACA's obligations

SACA will:

- observe and meet relevant responsibilities under the *Work Health and Safety Act 2012* (SA) and *Work Health and Safety Regulations 2012* (SA) and any other applicable legislation and take reasonable steps to provide and maintain a safe working environment;
- provide and maintain premises, equipment, systems of work and a work environment that are safe and avoid or minimise risks to health, safety and wellbeing;
- provide information, instruction, induction, training and supervision to implement safe systems of work and maintain a safe workplace;
- implement and maintain systems to monitor, identify, assess and seek to control and mitigate risks to health, safety and wellbeing;
- implement and maintain a framework for workplace hazard, incident and near miss reporting and take reasonable and appropriate responsive action;
- take acts of discrimination, bullying, victimisation and harassment seriously;
- seek to foster a culture promoting open communication and psychosocial safety;
- consult on safety and wellbeing matters in the workplace and encourage feedback; and
- regularly review and report on health, safety and wellbeing performance and identify opportunities for improvement.

Your obligations

Everyone has a role in protecting the health, safety and wellbeing of themselves and others.

Everyone to whom this policy applies must:

- take reasonable care for their own health, safety and wellbeing and seek to ensure that their conduct does not place others in the workplace at risk;
- follow reasonable instructions given by SACA management to protect health, safety and wellbeing;
- identify and report workplace hazards, incidents and near misses;
- adopt safe work practices, including using workplace systems, equipment and facilities in an appropriate and safe manner;
- treat people in the workplace with respect and refrain from discriminating, bullying, victimising, abusing or harassing others and report any concerns;





- contribute to fostering a culture promoting open communication and psychosocial safety and report any concerns; and
- comply with applicable policies and procedures relating to health, safety and wellbeing.

Wellbeing

SACA is committed to supporting and promoting holistic staff wellbeing.

We encourage our people to utilise relevant wellbeing and support initiatives and to take appropriate leave (as applicable).

SACA strives to be conscious of diversity and inclusion in respect of wellbeing initiatives.

Collaboration and feedback

We seek to empower our people to actively contribute and provide feedback in relation to this policy and related initiatives. Together, we can create a workplace where everyone feels safe, respected, and supported.

