

Objectives and Targets – Quality, Safety and Environment 2021/22

Objectives shall be reviewed annually at management review and at other intervals as stated.

| OBJECTIVE | SPECIFIC OBJECTIVE | KPI's |
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| STRATEGIC OBJECTIVES – Organisational responsibility and accountability | | |
| 1. GOVERNANCE | Governance Good governance improves work health, safety and the environment | <ul style="list-style-type: none"> • Governance requirements are actively considered in the development, implementation and evaluation of policy, processes and practices. • Good governance practices are an investment in improving the working environment. • Governance standards exemplify good workplace and business practices |
| REVIEW January 2022 Legal and regulatory review undertaken and changed legislation considered in safety, environment and contract matters. <ul style="list-style-type: none"> • Environmental Aspects/Impacts Register updated. • Contract review – no changes • Safety legislation reviewed – changes to OHS Act 2004 for incident notification, director's liability, HSR powers | | |
| 2. LEADERSHIP AND CULTURE | Leadership and culture Leaders promote a positive culture for health, safety and the environment Leaders encourage participation and ownership of responsibilities | <ul style="list-style-type: none"> • Leaders drive ownership of roles across the organisation. • Organisational leaders foster a culture of consultation, collaboration and participation which actively improves the work environment. |
| REVIEW January 2022 <ul style="list-style-type: none"> • Roles and responsibilities re-assigned as a result of education dept tender outcomes. PD's updated on an as needs basis. • Leadership have committed to work to achieve the objectives outlined in the Australian Work Health and Safety Strategy 2012 – 2022. | | |
| 3. RESOURCES AND INFRASTRUCTURE | Resource and infrastructure Risk managed consultative approach to resourcing as fit for purpose | <ul style="list-style-type: none"> • Equipment, tools of trade and infrastructure resourced to facilitate the elimination or minimisation of hazards and risks in the workplace. • Resources and infrastructure are risk assessed, maintained and replaced under controlled conditions to eliminate or minimise hazards and risks and provide fit for purpose resources. |

Objectives and Targets – Quality, Safety and Environment 202122

| OBJECTIVE | SPECIFIC OBJECTIVE | KPI's |
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| <p>REVIEW January 2022</p> <ul style="list-style-type: none"> Equipment purchasing policy reviewed in line with the emphasis on safety and environment. Refer supplier register. Chemicals supplier remains unchanged. | | |
| <p>OPERATIONAL OBJECTIVES – The working environment</p> | | |
| <p>4. KNOWLEDGE AND COMPETENCIES</p> | <p>Competencies and knowledge Improved competencies and knowledge</p> | <ul style="list-style-type: none"> Everyone in a workplace has knowledge, skills and capabilities they require. Those providing education, training and advice have the appropriate capabilities. Personnel within the organisation have the authority and resources they need. Skills development is integrated effectively into relevant education and training programs. |
| <p>REVIEW January 2022</p> <ul style="list-style-type: none"> Skills matrix updated to address changed needs including shopping centre training needs | | |
| <p>5. REGULATORY FRAMEWORK</p> | <p>Regulatory framework The IMS imbedded regulatory framework provides a measure of compliance and acceptance standards</p> | <ul style="list-style-type: none"> Legislation, policies and regulatory practice are imbedded within the IMS, reviewed and monitored to ensure they are responsive and effective. |
| <p>REVIEW January 2022</p> <ul style="list-style-type: none"> IMS updates include legislative changes – minimal changes over the past 12 months, none material to Enterprise Services | | |
| <p>OPERATIONAL OBJECTIVES – Continual improvement</p> | | |
| <p>6. SUPPLY CHAINS AND NETWORKS</p> | <p>Health, safety and environment lifecycle approach Improved supply chains and networks</p> | <ul style="list-style-type: none"> Supply chain and network cumulative impact is considered and improved by actively engaging all parties in supply chain management. Commercial relationships within supply chains and networks established and monitored for legal compliance Corporate leaders champion good governance in supply chains and networks. |
| <p>REVIEW January 2022</p> <ul style="list-style-type: none"> Directors reviewing supplier commercial relationships. Providers will be subject to spot audits form legislative compliance to safety and environment [packaging]. | | |

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| 7. RESEARCH, REVIEW, ANALYSIS AND EVALUATION | Research, review, analysis and evaluation Evidence of informed policy, programs and practices enabled and measured | <ul style="list-style-type: none"> • Research, review, analysis and evaluation are targeted to provide the evidence to prioritise and improve systems and outcomes. • Organisation encourages research, review, analysis and evaluation as part of decision making and improvement planning • The results of research, review, analysis and evaluation are disseminated. |
| REVIEW January 2022 | | |
| 8. DESIGN AND DEVELOPMENT | Healthy and safe by design Environment by design Hazards are eliminated or minimised by design | <ul style="list-style-type: none"> • Design of systems, structures, plant and substances aim to eliminate or minimise hazards and risks before they are introduced into the workplace. • Work, work processes and systems of work are designed and managed to eliminate or minimise hazards and risks. |
| REVIEW January 2022 Not addressed at this time. | | |
| 9. EMISSIONS | Carbon Emissions Reduction in carbon emissions | <ul style="list-style-type: none"> • Zero carbon emissions target by 2030 • “Buy zero” emissions procurement • Measure carbon emissions as per ES impacts and aspects register • Reduce carbon emissions by 15% year on year |
| REVIEW January 2022 Not addressed at this time. | | |