

Work Health and Safety (WHS) Statement of Commitment

Geoscience Australia is committed to ensuring and prioritising the physical and psychological health, safety and wellbeing of all staff, including our employees, contractors, volunteers, and visitors. Strengthening our safety performance is central to all our endeavours, with the safety of our people at the core of everything we do.

We are committed to meeting the requirements of the *Work Health and Safety Act 2011* (Cth), *Safety, Rehabilitation and Compensation Act 1988* (Cth), and subordinate safety legislation. This commitment extends to ensuring our WHS management systems are aligned to other relevant Australian and international standards.

We recognise our collective responsibility for safety and are dedicated to continuing open consultation, collaboration and coordination to ensure safe, healthy and inclusive environment for everyone at Geoscience Australia. Everyone contributes to building and upholding a work environment that promotes both physical and psychological health through a shared duty to safety and a shared commitment of respect and kindness to each other.

Our leadership plays a vital role in supporting a safe and healthy workforce by championing a safety culture that is flexible, inclusive and free from bullying, harassment and discrimination. Our organisational strategies reinforce this commitment, providing us a framework to measure our growth and facilitate continuous improvement.

Our commitment can be observed through our six safety principles:

Safety Principle 1: WHS at Geoscience Australia is not defined by the absence of adverse events, but by the presence of capacity.

Safety Principle 2: The Geoscience Australia WHS structure is fit for purpose, effective for all workers, work types, work locations, and will be suited for any future work demands.

Safety Principle 3: Every Geoscience Australia worker has knowledge and abilities to manage work risk and operationalise WHS regardless of the work domain (e.g., field, labs, office, international travel).

Safety Principle 4: Geoscience Australia workplace culture values WHS and demonstrates commitment to measurable WHS outcomes equivalent to scientific outcomes.

Safety Principle 5: Geoscience Australia leadership and staff will do everything reasonably practicable to ensure harmful behaviours are eradicated, and people are safe and thriving at work.

Safety Principle 6: There is a shared responsibility for safety that spans all levels and stakeholders within the Geoscience Australia work system.





Dr James Johnson FTSE
Chief Executive Officer
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