

Health, Safety and Wellbeing Policy



Purpose

Our vision for FHL is to deliver safe, secure and affordable housing for people in need. The health, safety and wellbeing of our workers and contractors is fundamental to delivering a quality service to our residents. FHL is committed to providing a workplace that enables all work activities to be carried out safely. FHL will take all reasonable and practicable measures to eliminate or minimise risks to the health, safety, and welfare of Workers, Contractors, Visitors and Public who may be affected by our operations.

OUR VALUES



SOLUTIONS FOCUSED



CARING



HONEST

OUR SAFETY COMMITMENT

PROACTIVE RISK MANAGEMENT
Identify potential physical and psychological hazards and develop strategies to mitigate them before they cause harm.

WELL-BEING PRIORITY
Place the physical and mental well-being of all workers and contractors at the forefront of all safety practices.

TRANSPARENT COMMUNICATION
Maintain open lines of communication regarding safety policies, procedures, and incidents.

CONTINUOUS IMPROVEMENT
Regularly assess and enhance safety protocols based on feedback and incidents.

SUPPORTIVE ENVIRONMENT
Foster a culture where individuals feel safe to speak up about safety concerns without fear of retribution.

ACCOUNTABILITY
Hold individuals and teams accountable for adhering to safety standards and addressing non-compliance.

EMPOWERMENT
Encourage team members to take initiative in identifying and solving safety issues.

COMMUNITY ENGAGEMENT
Collaborate with local organisations to promote safety beyond the workplace.

FACT-BASED REPORTING
Encourage accurate and truthful reporting of incidents and near-misses to learn and improve.

TRAINING AND EDUCATION
Provide ongoing training to ensure everyone is equipped to handle safety challenges effectively.

COMPASSIONATE RESPONSE
Respond with empathy and urgency, ensuring every individual feels heard, supported, and safe in times of need.

INTEGRITY IN DECISION-MAKING
Ensure that safety decisions are made based on facts and principles, not influenced by external pressures.

FHL's goal is to provide a safe and healthy work environment free from injury and illness. This can only be achieved through the active participation, cooperation, and commitment of everyone in the workplace.

Chris Smith
Chief Executive Officer
July 2025