



Safe, Healthy and Respectful Workplaces Policy



The safety, health and wellbeing, including psychosocial and mental health, of the mining workforce is the industry's number one priority.

The mining industry is committed to reducing workplace fatalities, building respectful workplaces, eliminating sexual harassment and controlling the risks associated with occupational illnesses and diseases.

Every individual, regardless of where they work, who they work for, how they are employed or the tasks they undertake should expect the highest standards of safety. The MCA recognises this requires continuous effort and leadership.

MCA member companies commit to an approach based on the following principles:

- All fatalities, injuries, harm and occupational illnesses are preventable
- All identified hazards must be eliminated or controlled to minimise harm or the risk of harm
- Harassment, bullying, discrimination, and other unlawful behaviours must be eliminated from the Australian mining industry
- No task is so important that it cannot be done safely and respectfully.

Everyone in the industry has a personal responsibility for the safety, health and wellbeing of themselves and others, including contributing to positive and respectful workplaces.

The industry seeks an integrated approach from governments to support a growing, diverse and mobile workforce. This approach should not detract from the practical tasks of identifying hazards, managing and controlling risks, and the continuous improvement of safety and health outcomes.

The MCA continues to advocate for MCA members and the broader minerals industry to:

- Strengthen and influence the safety and health regulations, legislation, codes of practice and guidance by establishing relationships with key stakeholders and sharing industry experience, subject matter expertise and leading practice
- Collaborate and coordinate with government and other stakeholders to develop understanding and confidence in industry
- Preparedness and response to new and relevant national safety matters
- Minimise unintended consequences of new legislation and regulatory changes through campaigning of mining positions to decision-makers.