

Australian  
Mushroom  
Growers'  
Association  
Limited

ABN 30 001 491 461

**Safe Work  
Environment  
2023**

## 1. Preliminary

### 1.1 Introduction

- (a) The Australian Mushroom Growers' Association Limited (the **Association** and **we, our, us**) is a national peak industry body dedicated to driving value for our Members, Australia's mushroom growers. Our vision is to ensure mushrooms are a vital, unique part of the Australian diet.
- (b) We provide a range of services to our members and the broader industry to foster growth and development, and our Members comprise of Mushroom farmers, associated businesses and people in the industry.
- (c) The Association works with all parts of the supply chain, from production through to the consumer. By working together, we seek to continually improve our growers' ability to provide a healthy, profitable, and safe product for all consumers. As part of this continual improvement, we work with Hort Innovation to ensure the industry levy funded Research and Development and Marketing programs for the Australian Mushroom industry are well directed and responsive to industry needs.

### 1.2 Constitution

- (a) To the extent of any inconsistency between this Policy and the Constitution, the provisions of the Constitution shall prevail.

### 1.3 Application

This Policy applies to the Association's directors, senior executives, officers, committees appointed by either the Board or Management, Members, Associates, employees, agents, contractors (each and collectively referred to as **Personnel**).

### 1.4 Definitions

In this Policy words and phrases defined in the Constitution have the corresponding meaning and the following words and phrases shall have the respective meanings:

- (a) **Constitution:** the Constitution of the Association, as amended from time to time.

## 2. Safe working environment

- 2.1 The health and safety of all Personnel are considered to be of the utmost importance to the Association. A safe working environment is one that is free from physical hazards and free from all forms of bullying, harassment and discrimination.

- 2.2 The Association aims to ensure that all Personnel associated with its workplaces are provided with a safe and healthy working environment. It also aims to ensure that workplace health and safety laws, including anti-bullying, anti-harassment and anti-discrimination laws, are complied with at all times in relation to its business operations and places of work.
- 2.3 In order for the Association to provide a safe and healthy working environment, Personnel are expected to cooperate with the Association in respect of all workplace health and safety, anti-bullying, anti-harassment and anti-discrimination matters and to comply with the relevant legislation.
- 2.4 All Personnel are expected to treat workplace health and safety as a paramount responsibility.
- 2.5 Concerns regarding breaches of work health and safety obligations or bullying, harassment and discrimination issues should be promptly raised by alerting the RGM or the Board.

**Policy details**

Date policy was made:	14 June 2023	Commencement date of this version:	14 June 2023
Policy Owner	RGM	Revision Date	13 June 2026 or sooner as required

**Revision history**

Version	Date	Description
1.0	13 June 2023	

**Amendments to, and operation of, this policy**

AMGA reserves the right to amend this policy at any time. This policy does not operate contractually and is not intended to be contractual in nature.