



# HEALTH AND SAFETY POLICY

## OBLIGATIONS

The University of Cape Town is committed to a policy of enabling all work activities to be carried out safely, by ensuring that all possible measures are taken into account to remove (or at least reduce) risks to the health, safety and welfare of students, employees, contractors, authorised visitors, and anyone else who may be affected by our operations. The University of Cape Town subscribes to the safety, health and environment management standards based on the internationally recognized Occupational Health and Safety standards.

We are committed and ensure that we comply with the Occupational Health & Safety Act, No. 85 of 1993, and the applicable regulations where reasonably practicable.

## RESPONSIBILITIES

### MANAGEMENT

Will provide and maintain as far as possible:

- A safe working environment for employees, students and contractors
- Safe systems for the work environment
- That plant and substances issued are maintained and kept in a safe condition
- Facilities for the wellbeing of employees
- Information, instruction, training and supervision necessary to ensure employees, students and other persons are safe from injury and risk to their health
- A commitment to consult and collaborate with employees, students and contractors in all matters relating to health and safety in the workplace
- A commitment to continually improve our performance through effective management and safety reporting

### EMPLOYEES

Each employee and student has an obligation to:

- Adhere to safe work practices to avoid injury to others, fellow-students and themselves
- Set measures in place to prevent damage to plant, equipment and the environment
- Take reasonable care of their own health and safety, and the safety of others
- Wear and enforce the wearing of personal protective equipment and necessary protective clothing
- Comply with governance of management that relates to health and safety
- Not misuse equipment or interfere with provisions made available for the purpose of health and safety
- Report all accidents and incidents immediately, particularly when on duty, no matter how trivial
- Report all incident and accidents to their manager or supervisor, and all known or noticeable hazards

## APPLICATION OF THIS POLICY

The University of Cape Town is committed to set in place Health and Safety objectives and targets that will be regularly reviewed and revised.

Our objective is to achieve high occupational health, safety and welfare standards which will exceed those only necessary to meet legal requirements. We are committed to a continual improvement of our occupational health and safety performances to ensure that best practices are implemented. The Directors of the company commit and ensure that sufficient resources will be made available and provided to enable compliance with this Health and Safety policy.

Signed by the Vice Chancellor on 11 March 2020

