

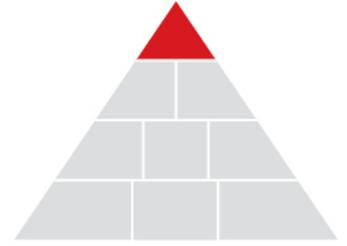
# Policy

# Safety

MD-10-69

QUEENSLAND RAIL OFFICIAL

# Policy statement



## Safety

### Our Commitment

At Queensland Rail, one of our core values is that we Act safely. Our vision is **Safety Comes First. Always.** Our commitments are:

- **Accountability** - we take personal accountability for the safety of ourselves, colleagues, customers and the public
- **Planning** - we plan work to ensure it is carried out safely and we constantly review our safety performance and lessons learned for improvement opportunities
- **Capability** - we ensure people have the required information, skills and equipment to work safely
- **Leadership** - we provide visible safety leadership and never walk past an unsafe act; and
- **Innovation** - we foster innovation to find new ways to improve safety and we align our capital investment to strategic safety outcomes.

These commitments are supported through the delivery of key activities aligned to four strategic safety enablers, these being, **Leadership, Learning, Capability and Risk Reduction.**

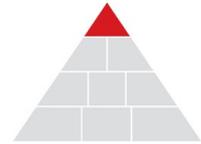
### What we will do

In order to deliver this commitment, we will:

- identify and manage our safety risks using an established hierarchy of controls
- comply with all relevant safety laws and implement systems that meet these requirements
- continue to implement safety improvement programs to drive continuous risk reduction and improved safety outcomes for our customers, personnel and general public
- optimise and enhance enterprise safety learning
- establish measurable safety targets and monitor performance against the targets
- provide training, education and awareness to develop the capability of our people
- effectively consult with affected persons about decisions that impact their safety and ensure that all relevant safety information is effectively disseminated
- continually improve our Safety and Environment Management System and the capability of those who drive its implementation
- actively develop, promote and maintain a culture where people choose to be safe; and
- promote health and safety within Queensland Rail and extend this ethos to the communities in which we live and work.

**Kat Stapleton**  
Chief Executive Officer

Version 4.0 | Updated on 01 April 2025

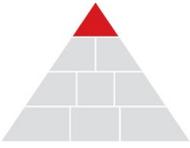


# 1 Responsibilities

The following establishes the broad accountabilities and responsibilities of the key internal stakeholders applicable to this Policy.

## 1.1 Who does what?

Who	What
<b>Board</b>	Responsible for the approval of Policy in accordance with legal and regulatory obligations, and to enable Queensland Rail's pursuit of opportunities aligned with its vision and values in an ethical and responsible manner.
<b>Chief Executive Officer (CEO)</b>	Leads Queensland Rail's implementation of and compliance with this Policy, by: <ul style="list-style-type: none"> <li>communicating Queensland Rail's vision, and the importance of the Policy, to all Queensland Rail employees, and</li> <li>responding to recommendations made when this Policy is reviewed, to ensure the Policy remains up to date and relevant to Queensland Rail.</li> </ul>
<b>Executive Leadership Team (ELT)</b>	Are accountable for leading the implementation of the Policy in their respective functions and ensuring this Policy has been complied with.
<b>Group Executive Major Projects, Engineering &amp; Rail Safety (GE MPERS) and Group Executive People, Safety &amp; Sustainability (GE PSS) (Joint Policy Owners)</b>	Is the Business Function Owner (Policy Owner) and must: <ul style="list-style-type: none"> <li>develop the Policy and enabling processes (i.e. Policy-related documents and systems) to ensure this Policy is reflected in Queensland Rail's operations</li> <li>establish and maintain processes to provide Management and Board (at least annually) with visibility of Policy related implementation and performance, and</li> <li>review this Policy annually and provide recommendations to the ERC.</li> </ul>
<b>Group Senior Manager Rail Safety (GSM RS)</b>	Is the Content Developer for the Policy, on behalf of the Business Function Owner (Policy Owner).
<b>Leaders of functions, areas and teams</b>	Must: <ul style="list-style-type: none"> <li>communicate the Policy to their employees, relevant contractors and consultants to ensure they understand the Policy</li> <li>demonstrate compliance with the Policy and are also responsible for leading the implementation in their respective functions, areas and teams</li> <li>develop process to enable implementation of policy requirements, and</li> <li>Management within Queensland Rail must implement assurance processes to enable achievement of business objectives and compliance with this Policy.</li> </ul>
<b>All employees, relevant contractors and consultants</b>	Everyone who needs to make use of this Policy for work purposes must ensure that they understand and comply with this Policy.



## 2 Document history

### 2.1 Document information

Current Version	4.0
First Released	01 July 2010
Last Updated	01 April 2025
Review Frequency	Annually
Review Before	01 April 2026
Document Authoriser	Queensland Rail Board
Functional Owner	Group Executive Major Projects, Engineering & Rail Safety (GE MPERS ) and Group Executive People, Safety & Sustainability (GE PSS)
Content Developer	Group Senior Manager Rail Safety (GSM RS)
Audience	All employees, relevant contractors and consultants

### 2.2 Document amendment history

Version	Date	Section(s) Amended	Summary of Amendment
4.0	01/04/2025	Whole document	Transfer ownership of Business Function owners.
3.7	08/04/2024	Policy Statement	Minor reference change to align Strategic Plan Initiative - Operational Safety.
		1.1	Amended responsibilities for Policy Owner, Content Developer and Leaders to provide for practical application.
3.6	04/08/2023	Whole document	Updated next review and version.
3.5	05/08/2022	Whole document	Updated next review and version.
		1.1	Changes to further clarify the accountabilities and responsibilities, aligned to Policy ownership and business implementation.

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