

Bodyfit

Work, Health & Safety Policy

1. Purpose

This policy sets out Bodyfit's approach to managing work health and safety. It confirms Bodyfit's commitment to eliminating or minimising risks to physical and psychological health and safety so far as is reasonably practicable, in accordance with applicable work health and safety legislation.

2. Scope

This policy applies to all workers engaged by Bodyfit, including employees, contractors, subcontractors (including Personal Trainers and Fitness Instructors), consultants, volunteers and work experience participants.

It applies across all Bodyfit gym locations and work-related activities, including crèche environments, member-facing areas, remote work (where applicable), travel and work-related functions.

3. Commitment

Bodyfit will implement and maintain systems to identify hazards, assess risks and implement control measures in accordance with work health and safety obligations across its gym facilities.

Workers must comply with safety requirements and contribute to a safe working environment.

4. Responsibilities

4.1 Employer (PCBU) Responsibilities

As the Person Conducting a Business or Undertaking (PCBU), Bodyfit will, so far as is reasonably practicable:

- Ensure the health and safety of workers
- Identify hazards and assess risks
- Implement appropriate control measures
- Provide information, instruction and training
- Monitor workplace conditions
- Consult with workers on safety matters

4.2 Leaders & Managers Must:

Leaders and managers are responsible for:

- Implement safety requirements within their area of responsibility
- Identifying and addressing hazards within gym floors, crèche areas and back-of-house environments
- Ensure workers receive appropriate training
- Respond to incident reports
- Monitor both physical and psychosocial risks

4.3 Worker Responsibilities

All workers must:

- Take reasonable care for their own health and safety
- Take reasonable care not to adversely affect others, including members and children attending the crèche
- Comply with reasonable safety instructions
- Follow safe work procedures
- Report hazards, incidents and near misses promptly

Failure to comply with safety obligations may result in disciplinary action in accordance with the **Bodyfit's Performance & Conduct Management Policy**.

5. Hazard Identification & Risk Management

Bodyfit will identify hazards and assess risks on an ongoing basis in accordance with applicable legislation.

Hazards within a gym environment may include, but are not limited to:

- Manual handling risks
- Equipment misuse or malfunction
- Slips, trips and falls
- Overcrowding or unsafe member behaviour
- Child safety risks within crèche areas

Hazard management forms part of normal business operations and will include workplace inspections, formal risk assessments, review of incident data and consultation with workers regarding emerging or identified risks.

Control measures will be implemented using the hierarchy of controls, with risks eliminated where reasonably practicable and otherwise minimised to the lowest level reasonably achievable.

6. Psychosocial Risk & Mental Health

Psychosocial hazards form part of Bodyfit's work health and safety obligations and will be managed in the same structured manner as physical risks.

These hazards may arise from workplace behaviour, workload design, role clarity, exposure to difficult member interactions, performance pressures or exposure to distressing events, and may create risks to psychological health if not appropriately managed.

Bodyfit will identify and assess psychosocial risks, implement proportionate control measures, monitor workplace behaviours and culture, and respond promptly to reports of inappropriate conduct.

Consultation will occur where matters affect psychological health, and access to appropriate support services may be provided where required.

7. Incident Reporting & Investigation

All incidents, injuries, hazards and near misses must be reported as soon as reasonably practicable after they occur.

Bodyfit will record reported incidents, assess immediate risks and take necessary steps to ensure safety. Corrective actions will be implemented where required, and investigations will be conducted where circumstances warrant further review.

Findings, contributing factors and outcomes will be documented to support continuous improvement and regulatory compliance.

Notifiable incidents will be reported to the relevant regulator in accordance with work health and safety legislation.

Where a worker sustains a workplace injury or illness, the matter will also be managed in accordance with applicable workers compensation legislation and insurer requirements.

8. Training and Awareness

Bodyfit will provide information, instruction and training necessary to ensure workers understand their work health and safety obligations and are equipped to perform their duties safely within a gym and member-facing environment.

Training may include workplace induction, role-specific safety instruction, manual handling guidance, emergency response procedures, equipment safety and psychosocial risk awareness.

Training content and delivery will be reviewed periodically to ensure it remains appropriate and effective.

Workers must participate in required training and apply safe work practices in the performance of their duties.

9. Consequences of Breach

Breaches of this policy will be managed in accordance with the **Bodyfit Performance & Conduct Management Policy**.

Depending on the seriousness of the breach, outcomes may include formal warning, disciplinary action or termination of employment or engagement.

Serious breaches of work health and safety obligations may also be referred to relevant authorities where required.

10. Consultation

Bodyfit will consult with workers on matters that may affect health and safety in accordance with work health and safety legislation and the Fitness Industry Award.

Consultation will occur when identifying hazards, assessing risks and proposing changes that may impact workers.

This policy is accessible via the Bodyfit Intranet and managed through Tanda HRIS. Workers may raise safety concerns so they can be assessed and addressed appropriately.

11. Review & Governance

This policy will be reviewed annually, or earlier if required due to legislative changes, operational updates or identified risks.

Version: 1.0

Approved: 25 February 2026

Next Review: 25 February 2027

All workers are required to comply with this policy. Acknowledgement will be requested via Tanda upon issue or update.