

Empowering a Motorsport Nation



Safety First Strategy

2020-2022



From the Chief Executive Officer

We are committed to supporting our strong safety culture by enabling our people to work safely and productively.

We are pleased to officially launch our safety first strategy 2020-2022 which provides a roadmap for the future state of health and safety at Motorsport Australia.

The success of our strategy will be underpinned by our collective involvement, commitment and accountability for creating and maintaining a safe, healthy and environmentally responsible workplace for all.

We are committed to supporting our strong safety culture by enabling our people to work safely and productively.

Our strategy places particular emphasis on our leaders to influence and drive proactive health and safety behaviours through engagement, visibility and the implementation of our strategic initiatives.



Eugene Arocca
Chief Executive Officer



Contents

3. Our Strategic Safety First Priorities
4. Priority One: Drive safety leadership
5. Priority Two: Enhance our systems
6. Priority Three: Targeted risk management
7. Priority Four: Strengthen safety governance
8. How we plan to Measure Our Success

Our Strategic **Safety First** Priorities

PRIORITY ONE

*Drive safety leadership through
engagement and visibility*

PRIORITY TWO

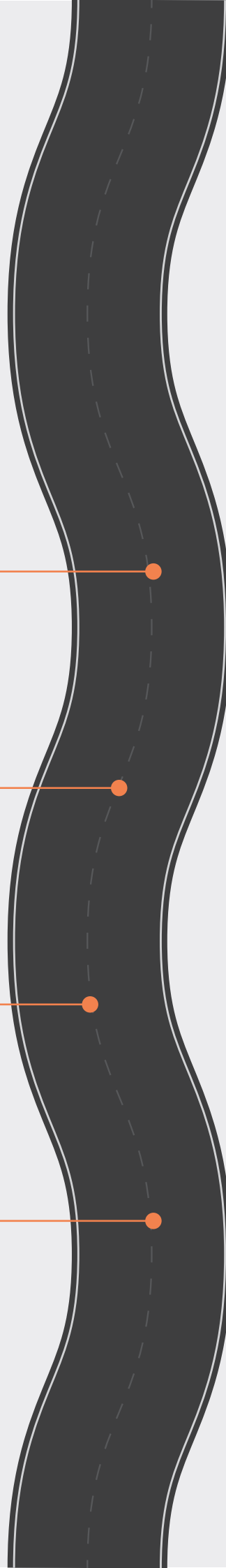
*Enhance our systems through
integration and alignment*

PRIORITY THREE

*Maintain a targeted risk
management program*

PRIORITY FOUR

*Strengthen safety governance
through our assurance activities*





Priority One

Drive safety leadership through engagement and visibility

To enhance our health and safety culture, we will focus on our leaders to influence and drive proactive health and safety behaviours through engagement, visibility and placing our people and stakeholders at the centre of what we do.

Initiatives

- Develop leadership health and safety capacity through education, ownership and accountability for the successful delivery of the safety first strategic priorities and initiatives
- Embed health, safety and environment into existing leadership meetings, consultation forums and communications channels
- Increase leadership engagement with our people and stakeholders through inclusion and collaboration on health and safety initiatives and targeted risk focus areas
- Formalise structured leadership health, safety and environment messaging and communications that focus on strategic progress, priority risk areas and showcasing positive performance
- Expand health, safety and environment monitoring and reporting metrics to incorporate strategic progress, proactive risk management and systems performance





2

Priority Two

Enhance our systems through integration and alignment

To ensure our health, safety and environmental systems continue to evolve, we will integrate these with our risk management framework, reduce the complexity of our systems and align our processes to the needs and requirements of our stakeholders.

Initiatives

- Integrate the existing health, safety and environmental management systems framework with the overarching risk management framework
- Continue to enhance our environmental management systems and achieve FIA Environmental Certification
- Consult and collaborate with internal and external stakeholders to identify health and safety management system challenges, needs and opportunities
- Review the corporate and operational health and safety policies, procedures, systems and tools to address opportunities, reduce complexities and apply efficiencies
- Improve the structure and accessibility of operational health and safety systems, resources and tools for our stakeholders
- Verify implementation effectiveness, capture stakeholder feedback and continuously improve through structured audit and assurance activities



Priority Three

Maintain a targeted risk management program

To ensure that we are prioritising and focusing on our key risks, we will maintain a targeted risk management program that is aligned to our risk profile and applies the principles of prevention, early intervention and response.

Initiatives

- Facilitate health and safety risk profiling activities to identify, consolidate and prioritise key risk areas and enhance organisational risk registers
- Established a targeted risk management program that addresses prevention, early intervention and response controls for the following areas:
 1. COVID-19 safety integration and compliance
 2. Motorsport event safety and permit compliance
 3. Psychological safety and wellbeing
 4. Critical incident management and reporting
- Review, develop and co-design safe systems of work and risk control strategies with the stakeholders they are intended to serve
- Continue to build the capacity of affiliate stakeholders and provide automated solutions to improve critical incident reporting and escalation requirements





4

Priority Four **Strengthen safety governance through our assurance activities**

To ensure our systems are effective and continuously improve, we will focus on establishing robust audit and assurance programs to test our processes and practices, build the capacity of our people and stakeholders and strengthen our safety governance oversight.

Initiatives

- Establish an audit and assurance program which validates the effectiveness of the health and safety strategy, systems, compliance, culture, environment and informs continuous improvement
- Prioritise audit and assurance activities and frequencies in line with key risk areas and compliance requirements for Motorsport Australia and affiliates
- Progressively enhance systems to support operational efficiencies, automation and improved governance
- Evolve monitoring and reporting arrangements to capture strategic progress, systems and risk program effectiveness, audit and assurance outcomes, escalated issues and lessons learned
- Continue to monitor and drive health and safety governance through established reporting arrangements and governance committees

How we Plan to **Measure Our Success**

■ An increase in our safety culture perception by staff and stakeholders

■ Our assurance activities demonstrate that our strategy is progressing and our systems are working

■ An increase in our leadership engagement and visibility perception by staff and stakeholders

■ Our key risk areas are identified and targeted control plans are implemented and effective

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