

FAIR AND JUST CULTURE POLICY



DPS prides itself on having a Fair and Just Culture across the business.

A Fair and Just Culture is an important part of DPS's positive health and safety culture. It recognises that behaviours may fall below expectation; however, the employee may not always be in the wrong.

Equally, the Fair and Just Culture Policy recognises that there will be situations where behaviours fall below expectation, and it provides a managed process for dealing with these issues. A Fair and Just Culture encourages employees to take greater personal responsibility for their actions. Additionally, it recognises that firm actions might need to be taken in circumstances where, despite the knowledge of Company safety policies and/or clear instruction given, inappropriate behaviours are still evident.

This Policy is intended to be read in conjunction with our Health & Safety Policy

To achieve our commitment, we will:

IDENTIFICATION Focus our attention predominately at identifying and addressing the root causes that impact reliability and performance.

ENCOURAGEMENT Create an atmosphere of trust in which people are encouraged to provide essential safety-related information (e.g., incident, hazard and near miss reports).

ACTIONS Clearly defines where the line must be drawn between acceptable and unacceptable behaviour.

PROGRESSION Is a pre-requisite for the degree of openness that a learning and informed safety culture requires.

Ashley Fahey
Director

A handwritten signature in black ink, appearing to read 'Ashley Fahey', written over a light blue background.

Danny Fahey
Director

A handwritten signature in black ink, appearing to read 'Danny Fahey', written over a light blue background.

September 2023

