

2. Safety Management

2.1 Safety Management Policy

VOD strives to provide the safest and most secure experience for the riding public and our employees. Every employee and independent contractor is accountable for the delivery of the highest level of safety performance. Every employee must practice workplace safety, use equipment, tools and materials properly, and be trained in the agency's work rules and procedures for his or her respective areas of responsibility, including contingency plans for abnormal and emergency conditions.

VOD is committed to:

- Supporting an organizational culture that fosters safe practices, encourages effective employee, independent contractor, and customer safety reporting and communication, and actively manages safety with the same attention to results as paid to other management systems of the organization.
- Integrating the management of safety as a primary responsibility of all managers and employees, including contractors.
- Defining for all staff, managers, and employees alike, their accountability and responsibility for the delivery of the organization's safety performance and the overall implementation of our Safety Plan.
- Establishing and implementing a proactive safety program to manage risks to a level that is acceptable and consistent with safety performance.
- Ensuring that no action will be taken against any employee or independent contractor who discloses a safety concern as retaliation for such disclosure.
- Complying with, and wherever possible, exceeding the expectations of legislative and regulatory requirements and standards.
- Ensuring all staff is provided with adequate and appropriate safety-related information, personal protective equipment (PPE) and training, are competent in safety management matters, and are allocated only to tasks commensurate with their skills.
- Communicating the purpose and benefits of the Safety Management System (SMS) to all staff, managers, supervisors, employees, and independent contractors.
- Establishing and measuring our safety performance against realistic and data-driven safety performance indicators and safety performance targets.
- Continually improving our safety performance through management processes that ensure appropriate safety management actions are taken and are effective; and
- Ensuring externally supplied systems and services to support our operations are delivered to meet our safety performance standards.