

GOVERNANCE & CERTIFICATION

ISO 45001 - Occupational Health & Safety Commitment

Commitment | WHS-POL-003 | Version 1.0

Document number	WHS-POL-003
Version	1.0
Document owner	Rhiannon Frankas, Director
Approver	Daniel Frankas, Managing Director
Issue date	19 July 2026
Effective date	On management approval
Review date	19 July 2028 or earlier following material change
Status	For approval and website publication

MISCO is developing OHS governance informed by ISO 45001 and Victorian OHS law. This document does not claim ISO 45001 certification.

1. Purpose

State MISCO's commitment to an occupational health and safety management framework aligned with ISO 45001.

2. Scope

Workers, contractors and activities within MISCO's defined OHS management-system scope and influence.

3. Policy statement and commitment

MISCO is developing OHS governance informed by ISO 45001 and Victorian OHS law. This document does not claim ISO 45001 certification.

4. Mandatory requirements

- Provide leadership and worker consultation and participation.
- Identify hazards, legal duties, risks and opportunities and plan effective controls.
- Eliminate hazards and reduce OHS risks using the hierarchy of control.
- Provide competence, awareness, communication and controlled operational arrangements.
- Prepare for emergencies and manage contractors, procurement and change.
- Monitor performance, investigate incidents, audit controls and conduct management review.
- Correct nonconformity and improve OHS performance and system effectiveness.

5. Implementation and operational controls

- Integrate policy, risk register, consultation, training and incident processes.
- Set measurable safety objectives and action owners.
- Conduct internal reviews and close findings.
- Use certification marks or claims only when supported by a current certificate.

6. Roles and responsibilities

Role	Responsibility
Directors	Approve the document, provide resources, set the expected standard and review material breaches or exceptions.
Managers and supervisors	Apply the requirements in daily work, communicate expectations, retain required records and escalate concerns.
Employees and contractors	Follow the document, complete required training, protect MISCO interests and promptly report suspected breaches.
Suppliers and business partners	Meet applicable contractual, ethical, safety, quality, security and legal requirements when acting for or supplying MISCO.

7. Reporting, complaints and escalation

Report uncontrolled risk, incidents and inaccurate certification claims immediately.

MISCO will assess concerns proportionately, preserve confidentiality as far as lawful and practicable, prevent retaliation, and refer matters to regulators, emergency services, insurers, professional advisers or law enforcement where required.

8. Monitoring and assurance

- The Document Owner will monitor relevant complaints, incidents, nonconformities, legal or standards changes, website accuracy and overdue actions.
- Material findings will be considered through management review, internal review or corrective action as appropriate.
- Public claims and linked downloads will be checked when evidence, certification, licensing, supplier, product, website technology or business practice changes.

9. Records and retention

Approvals, declarations, registers, reports, investigations, training, complaints, correspondence and other records created under this document must be accurate, protected, accessible to authorised personnel and retained under IT-POL-003 and applicable legal, contractual and evidentiary requirements.

10. Related MISCO documents

- WHS-POL-001 Work Health and Safety Policy
- WHS-POL-002 Hazard Management & Risk Control Policy
- COR-POL-009 Continuous Improvement & Review Policy

11. External references

- [International Organization for Standardization - management system standards and certification information](#)

- [Occupational Health and Safety Act 2004 \(Vic\) and Occupational Health and Safety Regulations 2017 \(Vic\)](#)

References were verified from primary or authoritative sources on 19 July 2026. Standards are identified but not reproduced; current licensed editions and legal advice should be consulted where exact requirements determine a decision.

12. Approval and review

Role	Name	Approval / signature	Date
Document owner	Rhiannon Frankas		
Approver	Daniel Frankas		

Review due 19 July 2028, or earlier following material legislative, regulatory, standards, certification, system, operational or organisational change.

Revision history

Version	Date	Change
1.0	19 July 2026	Initial controlled issue prepared for management approval and website publication.