

ANNUAL GENERAL MEETING 25 November 2025

Explanatory Notes: Director Nominee Statements

Election of Directors

Nominations for election to the position of Director on the Board of AIHS have been received from the following members, for three (3) available positions. The nominations received are from - in the following random order as drawn by lot:

- Ben Kirkbride
- Keith Ashby
- Skye Buatava
- Troy Pearl
- Kurt Warren
- Nicole Ashcroft
- John Carmody
- Sam Bourne
- Tim Allred
- Ardi Sastrohartoyo
- Luke Morrison.

Each position on the board is for a 3-year term.

Each nominee was invited to provide a statement in support of their nomination, as well as a recent photograph, and these are presented in the following pages.

Please read the voting instructions carefully. Only financial members are eligible to vote.

Voting opens at 00:00 hours (AEDT), Monday 3 November 2025 and closes at 17:00 hours (5:00pm) (AEDT) on Thursday 20 November 2025. You cannot vote for Directors after this date.

When you have determined who you wish to vote for, please [click here](#) to undertake online electronic voting or download the direct voting form from the AIHS website. The direct voting form must arrive at the national office of the AIHS by the closing date and time.

If registering your vote online, you must enter your **Surname, Email Address and Billing Postcode** to register a VALID vote. The details **MUST MATCH** those listed in your online AIHS member profile.

Please also note: You can vote for up to 3 directors. Online votes registered with – or direct voting forms received - which have more than three director votes will be ruled invalid.

By Order of the Board, 3 November 2025.

Karen Zeffiro
Company Secretary

2025 Director Candidates

Ben Kirkbride



I am nominating for a position on the Australian Institute of Health & Safety (AIHS) Board because I am deeply committed to strengthening the profession, advancing the influence of AIHS, and supporting the health, safety and wellbeing of workers and communities across Australia.

With over 22 years' experience in health, safety, environment, and quality (HSEQ) across diverse industries, including construction, civil, tunnelling, telecommunications, logistics, rail, and energy, I bring

proven leadership at both project and executive levels. For the past decade, I have worked with executive teams, boards, and government clients to shape and implement strategies that drive sustainable safety outcomes, cultural improvement, and organisational resilience. My professional practice has always been guided by integrity, fairness, and respect for people, consistent with the AIHS Code of Ethics.

In addition to my professional role, I currently serve as the Chairperson of the AIHS Mentoring Committee, where I work with members and volunteers to foster capability, confidence, and leadership development across our profession. This role has reinforced my commitment to building the next generation of safety leaders and ensuring that AIHS continues to deliver meaningful value to its members.

I believe the AIHS has a vital role in:

- Building capability across the profession by fostering learning, mentoring, and professional standards.
- Shaping national conversations on work health and safety through evidence-based advocacy, policy influence, and thought leadership.
- Connecting professionals across industries to share knowledge, innovations, and practical approaches.
- Championing ethics and trust so that safety professionals continue to be valued advisors at the highest levels of decision-making.

If elected, I will bring to the Board:

- Strategic leadership experience: Having developed and delivered group-wide HSE strategies for major organisations, I understand governance, risk, and compliance on a scale.
- Strong stakeholder engagement skills: I have worked across government, industry, unions, communities, and clients to build collaboration and trust.
- Commitment to continuous improvement: I am passionate about using data, insights, and worker engagement to drive meaningful, measurable outcomes.
- Future-focused thinking: I will support AIHS to anticipate emerging challenges such as psychosocial risks, climate impacts, ESG expectations, and the future of work.

I see service on the AIHS Board as an opportunity to give back to the profession that has shaped my career and to help ensure the Institute remains a strong, ethical, and forward-looking body that represents its members with integrity.

I respectfully seek your support for my nomination.

Keith Ashby

GAICD, MSc

I am standing for election to the AIHS Board because I believe in the Institute's central role in shaping the future of health and safety in Australia, across both private and public sectors. Throughout my career, I have seen how strong leadership, good governance, and intellectual honesty regarding WHS risk can transform workplace safety. I am committed to bringing that experience, perspective, and energy to the Board in service of our members.



Over three decades, I have worked across industries and continents in senior health, safety, risk, and governance roles. From mining operations in Australia, Africa, and PNG to executive leadership in an ASX100 company, and now leading WHS at the Australian Antarctic Division, I have consistently driven WHS change in high-risk, complex environments. I have led major negotiations with governments and Traditional Owners, advised boards on WHS, sustainability, and risk, and managed critical safety responses under public scrutiny. These experiences reinforce my belief that effective safety leadership is based on integrity, accountability, professionalism and having genuine conversations about risk appetite.

As a Graduate of the Australian Institute of Company Directors and a member of AIHS, I understand the responsibilities of board governance and the importance of acting in the best interests of members and the profession. I will bring to the AIHS Board a strong focus on:

- Evidence-based practice – advancing health and safety practice grounded in real-world evidence, effective safety in design, and a sophisticated application of psychology.
- Supporting members – ensuring the Institute delivers meaningful professional development, recognition, and networking opportunities.
- Educating tomorrow's OHS professionals – partnering with the education sector to develop work-ready, pragmatic, and effective OHS graduates.
- Strengthening the profession – elevating the reputation and influence of health and safety professionals within industry, government, and the community.
- Effective governance – applying sound risk management, transparency, and accountability in decision-making, aligned with the AIHS Code of Ethics.
- Future readiness – positioning AIHS to anticipate and respond to emerging challenges in workplace safety, technology, and culture – whilst also ensuring the AIHS grows in stature.

I am passionate about giving back to the profession that has given me so much. With your support, I will work to ensure AIHS remains a respected, influential, and member-focused organisation.

I would be honoured to receive your vote and the opportunity to represent you on the AIHS Board of Directors.

Skye Buatava



As a current Independent Director and member of the Australian Institute of Health and Safety (AIHS), I am seeking your support for my re-election to the Board. My career, spanning both public and private sectors, has provided me with a comprehensive understanding of our profession.

My background as a WHS regulator included leading roles in engineering, investigations, and WHS research and intelligence. A key highlight was my involvement in organising the 23rd World Congress on Safety and Health at Work, which broadened my understanding of our profession beyond Australia's borders.

In my current role as Group Head of Injury Care and Workers' Compensation at Woolworths Group, I've gained valuable insight into the practical application of WHS in a complex business environment. This unique blend of public and private sector leadership—from policy to real-world business integration—gives me a holistic perspective on the challenges and opportunities facing our profession.

Over the past two years, as a board member and Chair of the Policy and Advocacy Committee, I've had the immense privilege of working with a committed and unified board. Our collective efforts have focused on enhancing member value and strengthening the profession's capability. We've championed a major digital transformation to provide members with a revitalised website, offering better access to educational resources and a new mentor program. This work is part of a broader commitment to ensuring our members have the guidance, knowledge, and training they need to excel in their roles. Our advocacy on issues like the engineered stone ban, a landmark achievement in worker protection, is a powerful example of how the profession, when united, can influence policy and create meaningful change.

Looking forward, the WHS profession faces a dynamic and evolving landscape. The rise of AI, changing work models, psychosocial hazards, and the impacts of climate change present both challenges and opportunities. As a board, we must bravely acknowledge these realities and take a pragmatic approach to prepare our members. My commitment is to ensure the AIHS proactively addresses these emerging issues, providing our members with the foresight and support to uplift their capabilities and professional resilience. We must focus our investment on delivering guidance and training that is not only relevant but truly prepares our members for what's next.

Our members are the heart of our institute, and everything we do should reflect this principle. I am committed to deepening our connection by truly listening to your needs, understanding your concerns, and translating them into actionable support and tangible value. By creating an indispensable professional community, we will not only retain our existing members but also attract new talent, uniting us as one strong and forward-thinking profession. I am proud of the progress we have made and am eager to continue this important work. My goal is to ensure the AIHS remains a trusted and influential leader, advocating for our members and driving positive change for a safer and healthier Australia. I look forward to the opportunity to continue serving you on the AIHS Board.

Troy Pearl

My name is Troy Pearl, I have been a Certified Member of the AIHS for several years. I value the work undertaken by the AIHS for our profession and would love the opportunity of contributing to its ongoing success.

I have an extremely diverse safety background including transportation, retail, education, disability, community services, aged care and high-risk industries. I have worked in public, private and non-profit organisations, and have achieved excellent results. I have worked for Workers' Compensation bodies including Comcare, Allianz and Gallaher Bassett; as well as for self-insurers Coles Myer and Crown Casino. I have extensive experience in injury management and return to work, which provides me a well-rounded and informed position. I have taught the Advanced Diploma in OHS/WHS.



I understand the importance of a Professional Body such as the AIHS and believe that my experience will allow me to contribute to the continued development of the AIHS to ensure OHS Professionals maximise the benefits from their membership by way of learning, collaboration, representation, resources and networking.

I believe that I represent the Values of the AIHS in that I:

- am honest in everything I do. I believe integrity is critical as an individual, particularly if you are representing an organisation such as the AIHS and its valued members.
- ensure individuals and their views are heard and understood. I acknowledge everyone has valid opinions, and these are to be considered and respected. For me OHS can only be successful with a consultative and collaborative approach. Listening to the views of members can only benefit the continued success and improvement of the AIHS.
- am respectful and considerate of the backgrounds and needs of others. I have worked in highly diverse organisations, have always been inclusive and respectful.
- provide fearless, yet informed and considered, advice.
- remain objective and impartial - should I be granted a role on the AIHS board my focus is on ensuring best outcomes for our members, and ensuring the AIHS remains the respected professional body that it is.
- practice competently. I acknowledge that OHS professionals learn every day. I have set up compliant effective OHS Management systems in a multitude of organisations. As a Safety Professional you need to hear and see what is going on in the real world, to be able to develop systems that ensure the safety of those who rely on them.
- have excellent communication skills, and the ability to build rapport at all levels. I can listen without judgement, and I truly care about people and the success of the AIHS.

I volunteer with the local CFA, am Vice President of our local Community Centre and am currently the voluntary Chair of the Victorian TAFE OHS Network Committee.

I would appreciate your consideration and support in my application for membership to the AIHS Board of Directors. My LinkedIn profile can be found at <https://au.linkedin.com/in/troy-pearl-4330a032>

Kurt Warren



As I enter my 20th year of AIHS membership and my 25th year in the health and safety profession, it's with great enthusiasm and commitment that I nominate for this year's Board election.

Throughout my career, I've led health and safety functions across a range of industries including engineering, nuclear, aviation, defence, electrical, water, rail, and construction working within complex organisational risk profiles and diverse business models. My focus has always been on strategic leadership that improves outcomes for people. It's a privilege to be part of such a proud and impactful profession.

The AIHS Code of Ethics highlights values of honesty, trust, respect and fearless courage. These principles have guided me throughout my professional journey and continue to underpin my current roles:

- Head of Health, Safety, Environment, Quality & Sustainability at Hansen Yuncken
- Advisory Board Chair – Centre for Construction Safety & Wellbeing, University of Newcastle
- Committee Member – AIHS NSW Branch and College of Fellows

Looking forward, the AIHS plays a vital role in supporting our profession to adapt to emerging challenges, evolving workplaces, and increasingly diverse environments. If elected, I will collaborate with current and new Board members, and most importantly, our members, to:

- Influence business, regulators, and academia
- Promote contemporary policy and evidence-based practice
- Ensure our work continues to matter for those exposed to the hazards of normal work

Being named a finalist in this year's AIHS Awards for WHS Leader of the Year was deeply humbling. Testimonials from my peers left me speechless and reminded me of the impact we can have on each other. If elected, I commit to bringing that same level of dedication and impact to the role of Board Director.

Thank you for considering my nomination

Nicole Ashcroft

I've seen the AIHS evolve over my 20 years as a member, and I'm excited about its future. Serving on the Board as a Fellow of the Institute would be a privilege, and I'm keen to help our organization adapt to the ever-changing needs of our profession. I believe my experience with the future-of-work and technology will be invaluable in this next chapter.

A bit about my experience

I am a parent, a volunteer with Coogee Surf Lifesaving Club and Clovelly Scouts, a safety & risk management professional, and an emerging Board Director.

My career has taken me across many industries—from global energy and mining to aged care and, most recently, tech. This journey has given me a deep appreciation for the diverse challenges facing our profession. As Head of Safety at Uber, I have seen firsthand how technology and AI can be used to make a real impact on safety.

I have formal education in health and safety, human factors and governance. It is however my informal training and education in organisational psychology, business and design thinking that I think has given me my most useful tools. I look forward to working more closely with the institute on how we can integrate these skills into your development and the development of our future members.

I also have Board experience with the Quality Institute of Australia and Coogee Surf Lifesaving Club.

Contributing to your institute

I am looking forward to ensuring we deliver on the last year of our strategic plan and that there is ambition, relevance and vision as we consider our strategy into the future.

I think some of the greatest challenges our industry will see over the coming years includes increasing contractor workforces, the integration of AI into work and our own work practices as well as the growing impact of environmental factors on our organisations and the work they do as well as the emergence of new careers. My commitment to you, is to ensure these future changes are considered and challenged as we move forward as members of the AIHS.

Achievements

Some relevant achievements to this role:

- At Uber, I helped put in place stronger governance oversight, including making sure the board was accountable for gig worker safety. I also spearheaded the creation of an integrated risk management framework.
- Implemented safety tech controls including an AI feature that reduced serious interpersonal incidents by 10%.
- As the Chair of the Risk Management Committee within the Uber ANZ leadership team, I spearheaded the development of an integrated risk management framework covering safety, reputation, operational, compliance and financial risks into Uber's corporate governance structure.
- Cross industry collaboration on upstream planning improvements at the Quality Institute of Australia
- Influenced CEO recruitment decision as an advisor to a client's Audit and Risk Committee to ensure the chosen candidate was someone highly skilled in transformational management.
- Facilitated the strategic direction and provided impartial reporting to Boards and Audit and Risk Committees.



John 'Jack' Carmody



I am pleased to submit my candidacy for the role of Director at the Australian Institute of Health and Safety (AIHS). With a comprehensive background in health and safety leadership, risk management, and regulatory compliance across various industries, I am well-positioned to contribute effectively to the strategic direction and governance of AIHS. My experience spans legal, regulatory, and operational environments, with a strong focus on aligning health and safety initiatives with broader organisational objectives.

Throughout my career, I have demonstrated a deep commitment to fostering safe working environments and driving continuous improvement in health and safety

practices. My roles at organisations such as the Victorian WorkCover Authority (WorkSafe) and the Victorian Congress of Employer Associations (VCEA) have equipped me with the skills to lead large-scale safety initiatives, develop comprehensive policies, and engage with stakeholders at all levels. At WorkSafe, I performed various roles over 13 years assisting duty holders to develop risk management protocols for high-risk sectors like manufacturing, construction and agriculture, ensuring safety strategies were both practical and legally compliant. My leadership in incident investigations, including high-profile cases involving fatalities, enabled me to hold those accountable for serious breaches, implement corrective actions, and improve safety outcomes.

In my current role as Lead OHS Policy Advisor at VCEA—a coalition of 12 employer associations representing thousands of members employing over 3 million Victorians—I provide CEOs and executives with expert advice, ensuring OHS policies represent the views of employer association members. I also regularly engage with WorkSafe, contributing to stakeholder reference groups and advising ministerially appointed employer representatives on WorkSafe's Occupational Health and Safety Advisory Committee and the WorkCover Advisory Committee.

As someone who values education, I have continuously updated my knowledge of health and safety law, best practices, and emerging trends. I am currently pursuing a Graduate Diploma in Applied Corporate Governance and Risk Management, which strengthens my ability to contribute to AIHS governance. I am passionate about employee wellbeing and contribute to programs addressing physical, mental, and emotional health in the workplace. I hold a Bachelor of Laws (First Class Honours), a Graduate Diploma of Legal Practice, and am admitted to practice as an Australian lawyer. I am a member of the Law Institute of Victoria and an Associate of the Governance Institute of Australia.

I am confident that my regulatory expertise, strategic leadership, and commitment to fostering a culture of safety excellence make me a strong candidate for the Director role at AIHS. I look forward to contributing to the Institute's mission of promoting the highest standards of health and safety in Australia. I will act with independence and impartiality and contribute to a collegiate environment to deliver AIHS's strategic plan and vision for the benefit of members and the community.

Thank you for considering my candidacy.

Sam Bourne

Giddy fellow safetyafarians, risk-averse colleagues, safety nerds (in a good way) and anyone who's ever worn a hard hat indoors.

Why I'm having a crack....

I'm delighted to nominate myself for Director of the AIHS, bringing you a candidate who believes that the only acceptable number of workplace incidents is zero – and that includes paper cuts from safety manual pages and RSI from excessive high-vis vest adjusting.

My Safety Philosophy: From Safety-I to Safety-II and Beyond

With all the mumbo jumbo of Safety I and Safety II its easy to get confused, Im more a fan of doing it right – simple, clear and without the fluff. Though I am progressing an alternate theory – the Safety Wing! Conceived during my misspent youth in bars throughout Australia and the UK – or where the best ideas come from!

This revolutionary approach recognises that sometimes safety innovation happens in the most unexpected places, like when you're trying to navigate your way home after a few shandies suddenly realise that improvised safety measures are actually quite sophisticated risk management strategies.

The Safety-Wing theory posits that some of our best safety insights come from slightly impaired decision-making processes, because that's when we're forced to really think about consequences. Stay tuned for the forthcoming whitepaper!

In Conclusion

Safety isn't just my profession – it's my passion, my calling. Vote for safety. Vote for sanity. Vote for me.



Tim Allred



The story of the AIHS is proof that ordinary people, when united by shared purpose, can create something remarkable. In 1948, a group of graduates at what's now RMIT gathered to learn, share insights, and build a safer future. Learning in practice, connecting deeply, and giving back has been the spark that has shaped both this Institute and my journey.

My path began in those same RMIT chemistry labs and led me from frontline consulting across healthcare and manufacturing to senior safety roles in infrastructure and utilities. Through it all, my focus has been on upskilling others, building capability, and helping people find the confidence to lead safety authentically. Whether leading Zero Harm teams at Downer or founding the AIHS Emerging Leaders Network, I've worked to make our profession more connected, generous, and evidence informed.

I bring a track record that spans diverse industry roles, board experience, and a drive for lifelong learning. I hold a Doctor of Professional Studies in safety leadership and postgraduate qualifications in OHS and Business. The most valuable lessons have come through both setbacks and successes, and by mentoring and opening pathways for others – a leadership approach grounded in reflection and human connection.

If elected to the Board, my priorities are:

3Honouring Our Roots

- Uphold the values of learning, inclusion, and community that built the AIHS.
- Champion collaboration – bridging industry, government, and the profession to deliver genuine progress. We are stronger together.

Developing the Next Generation

- Continue to advocate for early- and mid-career professionals, while ensuring that experienced voices are equally valued and shared.
- Foster leadership that listens, adapts, and reflects; openly represent member voices, concerns, and opportunities on the Board.

Securing Clear, Valuable Pathways

- Demystify and strengthen certification, building clear, visible links between learning, practice, and recognition, always grounded in real-world needs.
- Support micro-credentials and diverse development pathways aligned with certification and Continued Professional Development.
- Champion the value of professional membership and certification with employers, regulators, and recruiters – raising the profile of our profession to stand alongside accountants and engineers.

Leading by Example

- Model kindness, curiosity, and integrity – balancing bold ideas with lived, practical wisdom.
- Share what I've learned as a mentor, board member, and practitioner, while making space for the next wave of ideas and leaders who keep our field dynamic.

The AIHS isn't just a professional body to me. It's where so many of us find our purpose, develop as leaders, and feel we belong. I'm grateful for what I've gained and am committed to passing that on, building structures that last and nurturing a culture of generosity and professional pride.

Thank you for your consideration, and your ongoing contribution to our profession. I would be honoured to earn your vote as someone who leads with heart, humility, and hope for a safer tomorrow.

www.timallred.aihs

Ardi Sastrohartoyo

I am honoured to be nominated for the role of AIHS Board Director, motivated by a strong desire to give back to the organisation that has supported my professional journey and to contribute my expertise to advancing health and safety in Australia. I am a Chartered Professional Chemical Engineer (MIEAust CPEng, CEng MChemE UK) and Chartered Chemist (MRACI CChem) with over 25 years' experience across manufacturing, mining, and water utility sectors in the Australia Pacific region, bringing a multidisciplinary perspective to health and safety. I am in the final stage of the CertOHSProf assessment, reflecting my commitment to continuous professional development. As a current Board Director of the Australian Organisation for Quality (AoQ), I bring leadership, technical expertise, and governance experience to the AIHS.



Throughout my career, I have consistently demonstrated integrity, respect, and accountability, values central to the AIHS Code of Ethics. I have led diverse teams in high-risk and complex environments, embedding safety as a core organisational value rather than a compliance obligation. I am passionate about fostering professional competence, mentoring future leaders, and promoting ethical decision-making.

In my current role as Manufacturing and EHSQ Manager at Kemira Australia, I reinforce that strong safety leadership is not only about compliance but shaping a positive culture of care, wellbeing, collaboration, and innovation. At Opal Australian Paper, Maryvale Mill, I led the development and implementation of a certified business operations management system (ISO45001/14001/9001), ensuring operational excellence and high standards of quality and safety. Previous roles, including Group HSE Process Safety Manager at Toll Group, Melbourne Water, and international mining experience, have provided a broad perspective on risk management, governance, and systems improvement. Across all roles, I have contributed to the profession by sharing knowledge, developing capability, and supporting future health and safety leaders.

I view the AIHS Board Director role as both a privilege and a responsibility to uphold the Institute's reputation and values while enabling growth and influence. My vision is for AIHS to remain the leading voice for health and safety in Australia, shaping policy, fostering thought leadership, and supporting practitioners at all stages of their careers. I aim to leverage my multidisciplinary expertise, governance experience, and operational insights to strengthen connections between industry, academia, and government, promoting evidence-based practice, innovation, and knowledge sharing.

I will bring to the Board a commitment to sound governance, ethical leadership, and inclusive decision-making. I will contribute constructively to strategic discussions, act with transparency and fairness, and ensure members' and the profession's interests remain central. I will uphold the AIHS Electioneering Rules by engaging respectfully, avoiding unfair or misleading conduct, and maintaining high professionalism.

In nominating for this role, I am committed to giving back to AIHS by contributing my experience, knowledge, and energy to support the Institute's purpose: to influence, advocate, and promote the highest standards of health and safety for all Australians. It would be a privilege to serve our members and make a meaningful contribution to the profession.

Luke Morrison



I have been committed to advancing health and safety for nine years, first in the commercial construction sector and now within the offshore energy construction industry. Early in my career, I gained knowledge in construction, contracts, and project management before specialising in compliance, health, safety, and environment. This period has given me a balanced perspective, combining frontline, on-site experience with academic and strategic insight.

I hold a Bachelor of Applied Science and a Master of Project Management. By this Annual General Meeting, I will have completed a Master of Occupational Health and Safety. My dissertation explores the mechanisms of high-reliability organisations to promote psychological safety and continuous learning. This research reflects one of my core philosophies: learning should never stop. Continuous improvement,

knowledge-sharing, and innovation are central to building safer, more resilient workplaces.

Over the years, I have gained experience using technology to solve problems or improve systems that support better performance. I have seen how small, thoughtful process changes can create meaningful impacts. Additionally, when people feel respected, included, and able to speak up, we achieve the best safety results. My interests in safety knowledge include high-reliability organisations and the analysis of human factors from incident investigations, which are vital to advancing safety practice across industries.

Separate from my professional career, I have actively contributed to voluntary committees in sporting organisations for more than 15 years. These rewarding roles have allowed me to contribute to positive change and organisational guidance.

I am motivated by a genuine commitment to improving health and safety and believe the best outcomes come from practical, evidence-based, and people-focused approaches. I would value the opportunity to serve on the Board of Directors, where I can contribute my knowledge, experience, and values to strengthen Australia's future of health and safety.