

Health, Safety, Security and Environment Policy

EnergyAustralia¹ is one of Australia's largest energy companies, operating as both an energy retailer and energy generator.

EnergyAustralia is committed to providing a safe, healthy and secure work environment for all people at our workplaces, and those affected by our operations and to meet all of its environmental obligations. EnergyAustralia is also committed to the principles of sustainable development and environmental stewardship – the value of balancing our responsibility to meet the needs of our customers with the environmental, social and economic needs of our people, communities and other stakeholders.

We will sustain our commitment to our Health, Safety, Security and Environment (HSSE) performance through a proactive and systematic identification of hazards and management of risks to as low as reasonably practicable (ALARP). Through the application of ALARP risk management we continually seek to eliminate all potential sources of workplace incidents, injuries and ill health.

This policy applies to all of EnergyAustralia's workers, including employees and contractors. We will work together to manage our operations and associated activities in a safe, secure and sustainable manner. HSSE performance is the responsibility of all workers.

EnergyAustralia will:

- Commit to leading and accelerating the clean energy transformation for all;
- Comply with all applicable HSSE laws, regulations and other obligations;
- Minimise adverse impacts of our operations on the environment and community, including the prevention of pollution;
- Continue to identify and report hazards and risks and seek to eliminate them from our operations and activities;
- Establish, monitor and report on HSSE targets, objectives and performance;
- Ensure that knowledge and learnings related to HSSE performance are shared within the workplace, community and industry;
- Consult with our workers and those with whom we share HSSE duties to identify hazards and improve safe work practices;
- Promote and support initiatives to improve HSSE performance and ensure that continuous improvement is built into how we work;
- Provide sufficient resources, including supervision, training, instruction and information, to support all activities and ensure that HSSE risks are well understood and mitigated;
- Support and implement an HSSE Management System, including worker participation;
- Encourage behaviours which demonstrate a commitment to HSSE; and
- Empower all workers to protect themselves and others from injury.



Mark Collette
Managing Director, EnergyAustralia

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¹ For the purpose of this policy, EnergyAustralia includes EnergyAustralia Holdings Limited, its wholly owned subsidiaries and controlled entities. This policy is reviewed every two years, or when business strategy, structure, practices, or legislation changes, whichever occurs first.