

Health, Safety, Security and Environment Policy

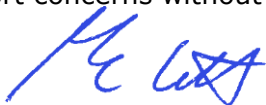
EnergyAustralia is one of Australia's largest energy companies, operating as both an energy generator and retailer. We are committed to protecting the health, safety, security and wellbeing of all people in our workplaces, those engaged in our operations and projects and the communities in which we operate. We also acknowledge our responsibility to meet all environmental obligations under Australian law and to actively support sustainable development and environmental stewardship.

We recognise the importance of balancing our operational and project objectives with the social, economic and environmental needs of our people, customers, communities and stakeholders. Our goal is to proactively manage risks to health, safety, security and the environment in line with the principles of elimination, substitution, engineering controls, administrative controls and personal protective equipment and to reduce all risks to as low as reasonably practicable (ALARP). We are committed to protecting both physical and psychological health and promoting wellbeing across our workforce.

This policy applies to all EnergyAustralia workers, including employees, contractors and those acting on our behalf. Health, Safety, Security and Environment (HSSE) performance is a shared responsibility, and all workers are expected to contribute to a safe, secure and sustainable workplace.

EnergyAustralia will:

- Provide a safe, healthy and supportive work environment that addresses both physical and mental wellbeing.
- Minimise adverse impacts of our operations and projects on the environment and communities, including preventing pollution, conserving resources and supporting biodiversity.
- Comply with all applicable work health and safety (WHS), environmental and related legislation, regulations, codes of practice and other obligations.
- Lead and support the transition to cleaner energy solutions while ensuring safety, health and environmental performance are not compromised.
- Proactively identify, assess and manage physical and psychosocial hazards and risks, seeking to eliminate or minimise them through the ALARP principle.
- Establish, monitor and transparently report on HSSE objectives, targets and performance metrics.
- Share knowledge, insights and lessons learned to improve HSSE performance across our workplaces, industry and community.
- Engage and consult with workers, contractors and stakeholders to identify hazards, improve safe work practices and strengthen participation in decision-making processes.
- Promote and support initiatives that embed continuous improvement in HSSE practices and systems.
- Provide sufficient resources, including supervision, training, instruction and information, to ensure that HSSE risks are understood, managed and mitigated.
- Implement and maintain an HSSE Management System aligned with recognised standards and best practices, including active worker participation.
- Encourage behaviours that demonstrate accountability, responsibility and proactive commitment to HSSE.
- Empower all workers to protect themselves, their colleagues and others from harm and to report concerns without fear of reprisal.



Mark Collette
Managing Director, EnergyAustralia

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