

# Health, Safety and Environment Policy

## Document Number – HSE-POL-01

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### 1.0 Policy Statement

This Policy supports Stanwell's Values of we care, we adapt, and we deliver so that together we create energy solutions now and into the future. We work with our communities, shareholders, partners, suppliers, and each other to deliver a secure supply of electricity, in a way that creates and provides a safe and healthy work environment, which safeguards our environmental and social right to operate.

### 2.0 Purpose/Scope

This policy applies to employees of Stanwell Corporation and its subsidiaries, visitors and contractors while visiting or conducting business at Stanwell workplaces and while participating in authorised activities outside Stanwell workplaces.

### 3.0 Our Commitment

We demonstrate our commitment to our values by acting on the health, safety and wellbeing needs of our people, and by looking after each other, the environment, and our community. This is supported by our commitments to:

#### 3.1 Provide a healthy, and safe work environment

Zero Harm today philosophy is underpinned by our goal to enhance the health and wellbeing of our people to ensure our workplace is safe, respectful and inclusive. We actively support and deliver health, wellbeing, psychosocial and sustainable environmental improvements in our workplaces. We identify, consider, and mitigate Health, Safety and Environmental (HSE) risks and impacts to ensure any resultant consequences or harm is minimised.

#### 3.2 Deliver environmental sustainability

We are responsible corporate citizens of the environment in which we operate. We make informed and sound business decisions with due consideration of environmental impacts and opportunities, in line with our values and in consideration of our social, community and commercial imperatives.

#### 3.3 Learn from events and implement measures to prevent re-occurrence

We are committed to learning from interactions and events by, sharing our learnings, consulting and collaborating across our business and industry, and implementing appropriate measures to prevent re-occurrence. We do this while upholding a balanced approach to a fair and just culture and to ensure trust and credibility is maintained.

#### 3.4 Continue to improve our HSE performance

We set measurable objectives and targets, developed by analysing HSE data to ensure that we continue to optimise our resource utilisation, challenge and enhance our HSE performance, while optimising our resources utilised to achieve them.

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WRITTEN BY: Kriss Ussher

ENDORSED/CHECKED BY: James Oliver

APPROVED BY: Board

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Endorsed via Committee Number n/a

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### 3.5 Comply with all legal and other compliance requirements

We comply with all relevant legal and other HSE compliance requirements and work collaboratively with our regulators regarding HSE approvals and commitments.

### 3.6 Ensure asset integrity and effective functional HSE systems

We have a disciplined set of processes to ensure the integrity of our assets and effectiveness of our Functional Safety Systems to prevent harm to people, the environment, assets and Stanwell's reputation.

Stanwell demonstrates continuous improvement through our integrated ISO 45001:2018 and ISO 14001:2016 aligned Health, Safety and Environmental Management System (HSEMS).

## 4.0 Responsibilities

The Board is responsible for the review and endorsement of this Policy and for ensuring the business systematically implements the health, safety and environmental commitments.

The Chief Executive Officer, Chief Operating Officer and Executive General Managers are responsible for providing resources to ensure required compliance, due diligence commitments, and endorsement of health, safety and environmental objectives and targets that demonstrate continual improvement.

All employees and contractors are responsible for:

- using the Health, Safety and Environmental Management System to identify, assess and control health, safety and environmental risks in the workplace.
- reporting and investigating all events and non-conformances.
- applying fair and just corrective outcomes.
- communicating sharing learnings to prevent reoccurrence.
- attending work fit for duty, unimpaired by drugs, alcohol or fatigue.
- understanding and working in accordance with this Policy and Stanwell's Health, Safety and Environmental Management System.

## 5.0 Review, Consultation and Communication

### Review:

This Document is required to be reviewed, as a minimum, every 2 year/s.

### Consultation:

The General Manager Health, Safety and Environment is required to undertake the review and appropriate consultation of this policy at least every two years and at other times, if any significant new information or legislative or organisational change warrants a change to this document.

### Communication/Requirements after Update:

This Policy will be:

- communicated to all employees, contractors and visitors at Stanwell;
- made available on Stanwell's intranet and external website (publicly available) and in hard copy form at sites; and
- referenced in all Stanwell Health, Safety and Environment Inductions.

## 6.0 Definitions

Not Applicable.



## 7.0 References

AS/NZS ISO 14001:2016: Environmental Management Systems – Requirements with guidance for use.  
 AS/NZS ISO 45001: 2018 Occupational Health and Safety Management Systems.

## 8.0 Revision History

| Rev. No. | Rev. Date  | Revision Description  | Author           | Endorse/Check                  | Approved By |
|----------|------------|---|------------------|--------------------------------|-------------|
| 0        | 25.11.21   | Policy updated to combine Health, Safety and Environmental Policy to reflect the commencement of integration of the HS&E management system  | Kriss Ussher     | James Oliver                   | Board       |
|          | 08.04.2022 | Minor Change : References updated to correct the year of the AS/NZS ISO 14001 from 2015 to 2016. No signatures required for this change and no revision number increase.              | L.Lucke / D.Wood | James Oliver                   | Board       |
| 1        | 20.11.2023 | Periodic review to now include Psychosocial reference. A full review of the HSE Policy to be undertaken following the outcomes of the Zero Harm Vision and Safeguards Review Project. | Letitia Lucke    | James Oliver /<br>Kriss Ussher | Board       |