



POLICY (Board Approved)

Health, Safety and Environment Policy

HSE-POL-01

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ENDORSED/CHECKED BY: K. Ussher/J. Oliver

APPROVED BY: Board 28.08.2026

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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 people, communities, stakeholders, partners and suppliers to deliver a secure supply of electricity, in a way that creates a work environment that ensures safe, healthy and engaged people and safeguards our environmental right to operate and social licence.

2.0 Purpose/Scope

This policy applies to all 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 of Stanwell workplaces.

Process Safety is managed separately through Stanwell's Asset Management Policy, Systems and Procedures and is excluded from the scope of this Policy.

3.0 Our Commitments

We demonstrate our vision of **Safe Today, Better Tomorrow** and 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

Stanwell fosters a culture of proactive and effective Health, Safety and Environmental (HSE) management, to achieve our vision of **Safe Today, Better Tomorrow**. We actively support and deliver health, wellbeing, psychosocial and sustainable environmental improvements in our workplaces, as we strive to enhance the health and wellbeing of our people and ensure our workplace is safe, respectful and inclusive. We identify, consider and mitigate Health, Safety and Environmental critical risks and impacts to ensure effective controls are in place.

3.2 Realise our environmental objectives

We are responsible corporate citizens of the environment in which we operate. We are committed to environmental stewardship, pollution prevention and making informed and sound business decisions with due consideration of environmental impacts and opportunities. We continually challenge and adapt our approach to achieve better outcomes for our people, communities, stakeholders and the environment.

3.3 Focus on organisational learning

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

3.4 Continue to improve our HSE performance

We set measurable objectives and targets that are developed by analysing HSE data to ensure that we continue to improve, challenge and enhance our HSE performance, while optimising the systems, processes and resources utilised to achieve them.

3.5 Comply with all legal and other requirements

We comply with all relevant legal and other HSE compliance requirements. We work collaboratively and in consultation with our workplace representatives and regulators regarding HSE approvals, commitments and improvements.

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 the effectiveness of our functional HSE 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 Stanwell Board is responsible for the review and endorsement of this Policy and for ensuring the business systematically implements its 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 hazards and assess and control health, safety and environmental risks in the workplace. If it is determined that effective controls are not in place, our people are empowered to stop work and find a safer way;
- reporting and investigating all events and non-conformances;
- applying fair and just corrective outcomes;
- communicating shared learnings to prevent recurrence;
- attending work fit for duty, unimpaired by drugs, alcohol or fatigue;
- contributing to a psychosocially safe, respectful and inclusive work environment; and
- 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 format at sites; and
- referenced in all Stanwell Health, Safety and Environment Inductions.

6.0 Definitions

Word / Abbreviation	Definition
HSE	Health, Safety and Environment
AS/NZS ISO	Australia and New Zealand International Standards Organisation

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 / Kriss Ussher	Board
2	17.10.2024	Review undertaken to remove references to legacy Safety Vision and update with new vision. Includes revised references to Environmental, Social and Governance (ESG) and requirements identified by SAMCo to enable certification of their HSEMS.	Letitia Lucke	James Oliver / Kriss Ussher	Board
	21.02.2025	Minor Change Only. Correction of spelling mistake in title, edits made to reflect accepted Stanwell language as noted by Lee Robinson – Corporate Affairs Advisor. Refer to email 25/137443 where HSE Manager Systems & Governance was also informed of minor change. Revision Number and Date not altered as these are typos only.	Lee Robinson		
3	28.08.2026	Periodic review completed. Updated to align with 2026 Stanwell Strategy, business changes and HSEMS audit outcomes.	Letitia Lucke / Carel Rothman	James Oliver / Kriss Ussher / Michael Joy	Board