

6.

HEALTH, SAFETY, ENVIRONMENT AND SUSTAINABILITY POLICY

This policy establishes the high-level directions and precedents in relation to health, safety, environment and sustainability matters.

This acts as a reference for future decision making and is the basis from which ElectraNet's operating policies and procedures in this area are determined.

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1. Policy Statement

ElectraNet is committed to keeping our people safe from harm every day, to provide a safe and healthy workplace for workers, contractors and visitors and to protect and respect the natural and cultural environment in the communities in which we operate.

Additionally, ElectraNet is committed to conducting a balanced approach to its business activities incorporating environmental and social responsibility to ensure our activities are sustainable for the benefit of current and future generations.

2. Purpose

This Policy supports the ElectraNet Vision of ElectraNet to be an Australian leader in enabling the transition to a low carbon economy by expanding our role as a provider of network solutions.

This policy sets out ElectraNet’s commitments and expectations for decisions, activities and behaviours concerning the management of health, safety, environment and sustainability.

3. Scope

This policy applies to all employees, contractors and visitors at ElectraNet workplaces and any other locations where activities are undertaken by ElectraNet representatives or on behalf of ElectraNet.

4. Terms and Acronyms

Term/Acronym	Definition
Health, Safety and Environmental Management	The planning, implementing, monitoring and optimising of operational processes in the areas of occupational and process safety, health protection and environmental management.
Sustainability	The practices that ensure continued viability of development activities well into the future and ensure the utilisation of natural resources to meet present and future needs.

5. Policy Details

5.1 Health, Safety, Environment and Sustainability Principles

ElectraNet will conduct its business in a way that protects the health and safety of its employees, contractors and the public, operate according to sustainable development practices in an environmentally responsible manner and in alignment to its Vision and Aspirational Goals.

5.2 Health, Safety, Environment and Sustainability Management

ElectraNet aims to promote an organisational culture that adopts Health, Safety, Environment and Sustainability Management as an integral component of its Business Plan and Strategic Framework.

ElectraNet will establish, implement, maintain and continually improve its Health, Safety and Environment Management System in accordance with international standard ISO

45001:2018 Safety Management System requirements and ISO 14001:2015 Environmental Management System Requirements, as part of an integrated ElectraNet management system.

ElectraNet will review its Health, Safety and Environment Management System at planned intervals to ensure its continuing suitability, adequacy and effectiveness and to assess the need for any changes.

5.3 Leadership and Commitment

ElectraNet will, so far as reasonably practicable:

1. PROVIDE safe and healthy working conditions for employees and contractors, prevent occupational accidents and illnesses and protect the environment.
2. INTEGRATE our health, safety, environmental and sustainability policy throughout our strategic framework, activities, behaviours and practices and develop health, safety, environment and sustainability corporate goals and objectives.
3. COMPLY WITH applicable laws, regulations, standards and other compliance obligations by adopting processes based on risk assessment and mitigation through appropriate controls in order to ensure our activities are managed safely and the environment is protected.
4. MINIMISE our impact on the environment through the adoption of sustainable development and procurement practices including the prevention of pollution, mitigation of climate change, reduction of natural resource consumption and emissions, and the reduction and recycling of waste.
5. COMMUNICATE AND PROMOTE to management, employees and contractors our commitment to the continuous improvement of our health, safety and environmental performance, and to provide necessary resources, including training.
6. SYSTEMATICALLY EVALUATE our health, safety, environmental and sustainability performance and the effectiveness of our management system through process reviews, including audits, and to report on our achievements internally and other interested parties.
7. DELIVER AND SUPPORT 'Health and Wellness Programs' for employees.
8. PROVIDE EARLY INTERVENTION STRATEGIES to support injured or unwell employees to safely remain at work during their recovery and rehabilitation, or alternatively, to ensure their safe and early return to work after rehabilitation.

6. Policy Responsibilities

Responsible Position	Responsibilities
Chief Executive and Executives	<ul style="list-style-type: none"> • Approve the policy and ensure execution of the policy. • Ensure sufficient resources are available to execute the policy • Develop HSE&S objectives at your level of responsibility • Hold those in positions of authority accountable at all levels of the organisation for compliance with HSE&S policies
Managers	<ul style="list-style-type: none"> • Provide strong visible commitment, leadership and personal involvement of our Business Plan and Strategic Framework in alignment with our Vision and Aspirational Goals in concert

Responsible Position	Responsibilities
	with our Values <ul style="list-style-type: none"> • Ensure awareness of and compliance with the policy. • Communicate the importance of effective HSE&S and compliance with relevant legislation and internal policies and procedures. • Consult with workers on all HSE&S related matters. • Monitor team HSE&S performance and strive for continuous improvement.
Employees, Contractors and Visitors	<ul style="list-style-type: none"> • Comply with and act in accordance with the policy

7. Evaluation and Review

7.1 Evaluation

Compliance with this policy will be monitored and evaluated through internal monitoring and management reviews to identify any updates and opportunities for continuous improvement in HSE&S performance.

7.2 Review

This policy will be reviewed every two years in accordance with 2-FR01-P001 Policy Development & Review Procedure.

8. Associated Documents

8.1 Relevant Legislation

- Return to Work Act 2014 (SA)
- Work Health and Safety Act 2012 (SA)
- Work Health and Safety Regulations 2012 (SA)
- Environment Protection Act 1993 (SA)
- Environment Protection Regulations 2009 (SA)

8.2 Other

- Applicable Australian Legislation, Regulations, Standards and Codes of Practice
- ElectraNet Vision and Aspirational Goals
- ElectraNet Strategic Asset Management Plan.
- The Global Forum on Maintenance and Asset Management (GFMAM) – Sustainable Development.

9. Appendices and References

Nil