

# Safety, Health and Wellbeing Policy



Alinta Energy has a safety vision of “Everyone, Every day, Every job: Zero Harm” and the safety, health and wellbeing of all people in our workplaces and those potentially impacted by our operations is our highest priority.

Alinta Energy is committed to providing safe and healthy working environments and the systems and processes to facilitate this outcome for all people working within our operations or potentially affected by our activities.

Alinta Energy will achieve this by:

- Putting the health, safety and wellbeing of people first;
- Sharing this policy with all Alinta Energy employees, contractors, visitors and key stakeholders and actively engaging and empowering them in its ongoing collaborative and effective application;
- Planning for positive health, safety and wellbeing outcomes and providing adequate support and resources to our people;
- Providing safe workplaces and operations through systematically and proactively identifying, assessing and eliminating hazards, or where elimination is not reasonably practicable, minimising risks to as low as reasonably practicable;
- Providing and implementing safety, health and wellbeing systems, procedures, information, instruction, training and supervision that are appropriate given the nature and scale of our operations, work undertaken and the associated hazards and risks;
- Communicating effectively and ensuring workers and other relevant persons are adequately consulted in relation to matters affecting their safety, health and wellbeing;
- Working within a “Just Culture” through maintaining an environment where people are empowered to report errors, mistakes, hazards, near misses and incidents, and one which includes fair, effective discipline for wilful and reckless safety breaches;
- Ensuring that our business units and their people:
  - Continue to provide safety leadership and promote safety culture as key enablers for delivering safe work environments, systems and outcomes;
  - Incorporate safety management practices into all aspects of our operations, including systematically identifying, reporting, investigating and appropriately address opportunities for continuous improvement.
  - Manage against measurable objectives, targets and safety performance indicators;
  - Provide and support mental and physical health and wellbeing initiatives.
- Keeping adequate records relating to worker and key stakeholder safety, health and wellbeing;
- Complying with all our legal obligations, and delivering appropriate risk-based application of the relevant industry standards, guidelines and best practice principles; and
- Having effective governance, assurance, review and audit processes in place.

It is the responsibility of every Alinta Energy employee, contractor and visitor to support the provision of a safe and healthy work environment, to actively participate in the relentless pursuit of our safety vision of “Everyone, Every day, Every job: Zero Harm”, and to robustly apply the AlintaSafe principles: *We always stop and think, We don't cut corners and We speak up for safety.*

Tony Howarth  
**Chairman**  
**Dated: 24 February 2021**

Jeff Dimery  
**Managing Director & Chief Executive Officer**