

Safety & Wellbeing Policy



The Hydro Tasmania group is committed to providing and maintaining a workplace that promotes the highest level of health, safety and wellbeing for our employees, contractors, customers, visitors and community. Our value of 'keeping each other safe' underpins the way we work.

We are Australia's largest generator of clean renewable energy and provide consultancy and retail services at Tasmanian, national and international levels. Our senior leaders take overall responsibility for safety and wellbeing and actively promote a culture that supports this.

Our commitment includes:

- ✓ Striving to achieve best practice in ensuring that all workers are afforded the highest level of health and safety protection by eliminating risk whenever reasonably practicable. This includes proactively managing psychosocial risk and promoting wellbeing at work.
- ✓ Ensuring all risks are managed to prevent injury or illness to protect our workers first and foremost. We also manage risk to meet our legal obligations.
- ✓ Providing the resources to implement, maintain and continually improve our safety management system in accordance with our certification to ISO 45001 Occupational health and safety management systems - Requirements with guidance for use.
- ✓ Integrating the safety management system into the technology platforms and processes used by the business every day.
- ✓ Having safety and wellbeing at the core of our strategic objectives and business planning.
- ✓ Setting safety and wellbeing objectives that challenge us to continuously improve our performance, keep our workers and stakeholder's safe, reduce our risks and harness opportunities.
- ✓ Consulting and collaborating with workers and any worker representatives. This includes ensuring our safety management system and wellbeing solutions are fit for purpose and appropriate for our purpose, size, context, risk and opportunities.

In realising these commitments, senior leaders will:

Lead from a place of care and in knowing great safety outcomes also result in great performance outcomes	Advocate safety and wellbeing with authenticity	Develop strong and reliable safety solutions in the decisions we make
Pursue opportunities to lead, innovate and integrate safety and wellbeing	Create an environment of belonging and trust that promotes raising any safety or wellbeing issue or opportunity and protects people from reprisal	Empower people to solve problems with a growth mindset, including communicating the importance of our safety management system
Strive to advance our safety maturity - building a culture of increasing trust and knowledge on safety and wellbeing	Demonstrate our responsibilities provided in our Accountability and Leadership Procedure	Review our performance, seek safety and wellbeing expertise and provide direction to ensure we excel

Ian Brooksbank
Acting Chief Executive Officer