

Safety & Wellbeing Policy



We are all committed to providing and maintaining a safe, healthy and inclusive workplace that promotes the highest level of safety and wellbeing for our workers, contractors, customers, visitors and community. Guided by our value of 'keeping each other safe', we embed safety into our decisions, operations and culture as we grow, innovate and respond to the changing energy market.

We are Australia's largest generator of renewable energy. We provide specialist consultancy services at Tasmanian, national and international levels, and retail electricity and gas in the national electricity market. This policy applies to all workers of Hydro Tasmania, Entura, Momentum and AETV, as well as any contractors, consultants or other workers who perform work in our workplace. Our senior leaders take overall responsibility for safety and wellbeing and actively promote a culture that supports this.

We are committed to:

- ✓ Striving to ensure that all workers are afforded high levels of health and safety protection, by eliminating risk whenever reasonably practicable. This includes proactively managing psychosocial risks and promoting wellbeing at work.
- ✓ Ensuring we mitigate risks to prevent injury or illness, to protect our workers and community and 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
- ✓ 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, contractors and visitors safe and support our interested parties.
- ✓ 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 business.

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 and culture

Advocate

for safety and wellbeing with authenticity and challenging unsafe behaviours when observed

Develop

strong sustainable safety and wellbeing solutions through the decisions we make

Pursue

opportunities to lead, innovate and integrate safety and wellbeing aligned to our culture aspirations

Create

an environment of belonging and trust that promotes raising safety or wellbeing issues or opportunities protecting 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 - in line with our culture aspirations, building an adaptive culture, increasing trust and knowledge on safety and wellbeing

Demonstrate

in practice our responsibilities provided in our Accountability and Leadership Procedure

Influence

our safety performance, seek safety and wellbeing expertise and provide direction to ensure we excel

Rachel Watson
Chief Executive Officer