

HEALTH & SAFETY POLICY

Purpose

Snowy Hydro's fundamental belief is that all injuries can be prevented. The purpose of this Policy is to outline Snowy Hydro's commitment to managing its operations so as to ensure the health and safety of its workers which includes contractors and visitors and the wider community to prevent injury.

Guiding Principles

Snowy Hydro will achieve this commitment through the following principles and beliefs:

- The commitment to working safely is a condition of employment at Snowy Hydro. This means working safely and looking out for your mates so that all workers return home safely;
- The engagement of all Snowy Hydro workers and contractors is key to working safely together;
- Safety of workers, contractors and visitors takes precedence over operational outcomes;
- Promote courageous conversations about unsafe acts and supporting workers to intervene when they see something unsafe;
- Empower all workers to "stop the job" if they think there is a risk to their own health and safety or to the health and safety of others;
- Undertake thorough risk management processes to ensure hazards are identified, assessed and controlled;
- Promote an environment of openness and trust where reporting hazards, incidents, injuries and near misses is expected;
- Consult workers in all matters affecting their health and safety;
- Establish measurable objectives and plans annually to ensure continued improvement, aimed at the elimination of workplace injury and illness;
- Support employees who have sustained a work related injury or illness to enable them to return to full and gainful employment;
- Train and educate workers to improve their health and safety;
- Implement the Just Culture process;
- Meet or exceed legislative requirements;
- Undertake periodic internal and external audits of our safety and rehabilitation management systems; and
- Provide access to workers and their families to employee support services

Accountability

Managers and supervisors must take steps to provide for the health and safety of workers by:

- Ensuring the work premises and facilities, plant, systems, and working environment are safe and without risks to health;
- Providing information, instruction, training and supervision necessary to ensure workers health and safety;

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- Leading continuous improvement in health and safety; and

All workers are responsible for:

- Assessing the risk of a task or activity before they begin work;
- Taking reasonable care for their own health and safety;
- Ensuring that their acts or omissions do not adversely affect themselves or others; and
- Following reasonable instruction, policies and procedures designed to protect the health and safety of workers.



Paul Broad
Chief Executive Officer (on behalf of the Board)
Snowy Hydro Limited

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