

Snowy Hydro Group Health & Safety Policy

Purpose

The fundamental belief of the Snowy Hydro Group is that all injuries can be prevented. The purpose of this Policy is to outline the Group's commitment to managing its operations to provide safe and healthy working conditions for the prevention of injury or ill health to all workers (including contractors), visitors and members of the public.

Guiding Principles and Beliefs

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

- A condition of working for the Snowy Hydro Group is being committed to safety. This means working safely and looking out for your mates so that everyone returns home safely every day;
- The engagement of all Snowy Hydro Group workers is key to working safely together;
- Safety takes precedence over operational and commercial outcomes;
- We focus on the wellbeing of our workforce. A healthy workforce leads to improved engagement, increased levels of resilience, more constructive and respectful interactions, and better safety outcomes;
- Meaningful conversations about health and safety are actively encouraged as is intervention when workers see something unsafe;
- All workers are empowered 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;
- Workplace health and safety risks will be reduced by using effective risk management processes to identify, assess and eliminate or control hazards;
- Reporting hazards, incidents, injuries and near misses is encouraged, expected and supported by an environment of openness and trust;
- Workers are consulted in matters affecting their health and safety;
- Clear and measurable objectives are set and regularly reviewed to allow for the continual improvement of practices and behaviours with the ultimate aim of eliminating workplace injuries and illnesses;
- Health and safety of workers is enhanced through training and education;
- Ensuring clarity about where the line must be drawn between acceptable and unacceptable behaviour is critical. This is fostered through an environment of trust that is supported by our Just Culture process;
- Our minimum expectation is that we meet or exceed legislative and other requirements;

- Workers who have sustained a work related injury or illness will be supported to enable them to return to full and gainful employment;
- Workers and their families will be provided access to employee support services; and
- Routine internal and external audits of our safety and rehabilitation management systems ensure our processes and systems are robust and effective.

Accountability

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

- Maintaining work premises and facilities, plant, systems, and working environments where risks to health and safety are understood and actively managed;
- Providing information, instruction, training and supervision necessary to support workers' health and safety; and
- Leading continuous improvement in health and safety.

All workers (which includes contractors) are responsible for:

- Assessing the risk of a task or activity before they begin work;
- Taking reasonable care for their own health and safety;
- Raising concerns that they believe could impact the health and safety of themselves or others;
- Being considered such that their acts or omissions do not adversely affect themselves or others; and
- Following reasonable instruction, policies and procedures of the Snowy Hydro Group designed to protect the health and safety of workers.



Paul Broad
Managing Director and Chief Executive Officer
Snowy Hydro Limited