

# Safety, Health & Wellbeing Policy

## Our Mission

To provide a safe working environment that protects the health and wellbeing of our people, and those we work with, to achieve our People, Safety, Health & Wellbeing goals and drive us towards becoming a high performing organisation that delivers sustainable energy solutions for our customers.

## Our Commitment

Safety is a core value at Horizon Power, and we are committed to achieving excellence in Safety, Health and Wellbeing. This includes a strong focus on ownership, responsibility, and accountability across all levels of the organisation by:

- Creating a safety culture where we accept that safety and wellbeing is everyone's responsibility
- Minimising the risk of harm to our colleagues, customers, and the communities in which we operate
- Fostering the physical, mental, and emotional wellbeing of our employees to ensure we can conduct our work safely

## Our Actions

We deliver on our commitment to Safety, Health and Wellbeing by:

- Role modelling 'above the line' safety behaviours and demonstrating care for physical and mental wellbeing
- Providing a workplace and initiatives that promote and support Safety, Health and Wellbeing
- Establishing objectives and targets to achieve a high standard of Safety, Health and Wellbeing
- Developing, maintaining, and continuously improving safe systems of work
- Identifying, assessing, and controlling safety, health and wellbeing hazards and risks
- Providing and maintaining safe plant and equipment
- Providing information, instruction, training and adequate supervision to enable people to keep themselves and others safe
- Establishing systems and processes to support our people and contractors in ensuring that they are fit for work
- Engaging our workforce and health and safety representatives in health, safety and wellbeing through effective communication and consultation
- Working with suppliers and contractors that share a commitment to excellence in Safety, Health and Wellbeing
- Empowering our people to make positive safety decisions and to 'stop' work if it is considered unsafe
- Ensuring timely reporting, investigation, action and sharing of learnings for incidents that occur and hazards that are identified during the course of our work
- Providing timely and appropriate support and guidance when managing injuries and illnesses for positive return to work outcomes
- Planning and preparing for emergencies
- Complying with relevant legislation and standards

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Chief Executive Officer

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