



Health, Safety, Environment & Sustainability Policy

Version 5.0

ERM Power Limited
ABN 28 122 259 223



Contents

Health, Safety, Environment & Sustainability Policy	2
Our approach to health, safety, environment and community	2
Accountabilities.....	3
Policy Information	4



Health, Safety, Environment & Sustainability Policy

Our approach to health, safety, environment and community

At ERM Power, we value the wellbeing of our employees, contractors, customers, visitors, the communities in which we operate and the environment. ERM Power is committed to developing innovative, sustainable energy solutions that create long lasting value for customers, shareholders, employees, and host communities.

ERM Power aspires to a vision of "Zero Harm and Zero Loss" where care for people and the planet are put first and closely followed by value creation and resource efficiency. Our business leaders are committed to promoting and demonstrating a culture of care at ERM Power.

We are committed to responsible management practices that minimise any adverse health, safety or environmental impacts arising from our activities, products or services, and we remain committed to developing sustainable business practices

ERM Power has developed a Health, Safety, Environment and Sustainability (**HSES**) management system for all our business activities that includes a continual improvement loop. The management system outlines accountabilities to implement this Policy and requires that we:

- Proactively identify risks associated with our operations and implement effective controls to minimise the potential to cause an accident, injury or illness to people, or unacceptable impacts on the environment or the community as far as reasonably practicable;
- Provide safe work places and systems of work allowing workers to carry out their duties in a manner that does not present a risk to themselves, others or the environment whilst empowering them to raise and address unsafe or hazardous situations as they arise;
- Educate and consult with workers on safety and environmental matters that affect them;
- Ensure a robust incident investigation process where the root cause of incidents and accidents are understood and addressed to prevent reoccurrence;
- Support the recovery and rehabilitation of employees in the event of work related injury or illness;
- Ensure compliance with relevant Health, Safety and Environment legislation;
- Require Contractors to manage Health, Safety and Environment using standards and practices that accord with this Policy;
- Ensure safety and environmental leadership is visible across the organisation;
- Adopt measurable targets and conduct regular reviews of HSES performance;
- Promote the efficient use of energy and resources, the minimisation of wastes and emissions; and
- Adopt proactive risk management and zero tolerance for reckless acts.

In implementing this Policy, we will engage with our employees, contractors, suppliers, business partners, customers and Government and communicate expectations to all persons working with or on behalf of ERM Power.

A handwritten signature in black ink, appearing to read "Greg Joiner".

Greg Joiner
MD & CEO
ERM Power Limited

14 January 2020

Accountabilities

The Board is responsible for establishing and supporting the Company's commitment to HSES in accordance with this Policy and for monitoring the performance of the Company with respect to its implementation.

The Managing Director is responsible for adequately resourcing the implementation and overall management of the HSES system to ensure the commitments made in this Policy are being met.

The Executive General Manager of each business unit is responsible for the identification of risks associated with their business unit's functions and ensuring safety procedures and practices are developed and implemented commensurate to the level of risk posed by their operations and in line with this policy. Procedures will be regularly audited and tested.

The corporate Work, Health & Safety Officer is responsible for, planning and co-ordination of safety committees and documentation, collation and reporting of safety statistics provided by the business units; The format of organisation wide hazard identification, hazard register and incident reports; and the development of the Corporate Crisis Management Plan.

Policy Information

Policy Status	Active
Policy Released	1 July 2009
Version Approved	V5:14 January 2020
Last Review Date	V5:14 January 2020
Next Review Date:	14 January 2022
Approval Body	ERM Power Board
Endorsement Body	HSES Committee
Related Policies	Workplace Health & Safety Policy Rehabilitation & Return to Work Policy
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