

Health, Safety and Wellbeing Policy Statement

We are committed to taking care of our health, safety and wellbeing. We will operate safely and create an environment where each of us can be at our best. We believe a safe and healthy workplace is a better place for our people, customers and business.

Our health, safety and wellbeing performance is fundamental to our success and integral to how we work every day. Nothing we do is so important that it cannot be done safely.

Our policy is to create an environment where no one is harmed. We will achieve this by:

- providing exemplary and inspirational safety leadership
- identifying and understanding the hazards associated with our activities and removing the risk where possible
- establishing robust mitigations for the management of risks that remain
- providing a clear focus on managing public safety risks, from its assets and operations
- communicating and engaging with our workforce, business partners and supply chain to ensure everyone understands how to keep our people, communities and customers safe and support their wellbeing

Zero Harm

Counties Energy Limited is committed to achieving 'Zero Harm' across our business and making safety a personal responsibility.

Zero Harm means:

No injury, ill health or incident caused by our work activities or workplace.

Our Commitment:

We will continue to:

- Position employees at the heart of what we do
- Act responsibly to protect and enhance the physical and social environment in which we operate
- Work with and support members of the public and customers with the provision of safe, innovative and effective infrastructure
- Challenge the norm, where appropriate, and promote industry-wide action to eliminate and reduce risks to the safety of everyone
- Reduce occupational ill health by:
 - collaborating with employees
 - identifying and managing workplace hazards
 - promoting safe work practices
 - providing adequate training and resources
- Have a recognised voice on safety in the industry with 'Zero Harm' at the core of everything we do

Counties Energy will demonstrate strong and visible health and safety leadership through the principles, provisions, definitions and intent of the Health and Safety at Work Act 2015.

Key Principles

The key principles of this policy are:

Risk – We know, understand and reduce our risks by:

- Knowing our critical risks, aiming to eliminate or minimise these critical risks with effective controls
- Proactively identifying, reporting, and assessing risks, applying appropriate controls and encouraging accurate reporting and recording of all events
- Setting health, safety and wellbeing standards and monitoring adherence
- Partnering with organisations who mirror our commitment to health, safety and wellbeing

Relationships – We work together to look after ourselves, our workmates and members of the public by:

- Recognising that we all have a role to play in keeping everyone safe every day
- Facilitating all employees to have a voice and positively engage in the 'Zero Harm' ethos
- Celebrating positive health, safety and wellbeing contributions

Resource – We ensure we have the right tools and skills to succeed by:

- Providing the tools and resources so our employees can safely perform at their best
- Ensuring our employees have the competencies needed to work safely
- Promoting health, safety, and wellbeing across the business

Accountabilities

To achieve success on our journey to Zero Harm, Counties Energy has established the following key accountabilities:

a) The Board of Directors is responsible for:

- exercising governance and oversight
- approving the overall health, safety and wellbeing strategy
- holding management to account for implementing that strategy and compliance with this policy

b) The Counties Energy Leadership Team is responsible for:

- implementation and ensuring ongoing compliance with the policy
- compliance with all health and safety laws and all related Counties Energy system procedures

c) Counties Energy employees are responsible for ensuring their own safety and that of others by committing to safety as their priority.

d) All contractors, consultants and third parties are responsible for ensuring ongoing compliance with:

- This Policy
- Health and safety laws
- Related Counties Energy Systems procedure



Judy Nicholl - Chief Executive

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