

WORK HEALTH, SAFETY, ENVIRONMENT AND QUALITY POLICY



Safety comes first and drives all our decisions

Working safely, protecting the environment and achieving quality and sustainable outcomes is a condition of employment.

1. SCOPE

All Evoenergy workers must be aware of and commit to applying the principles and processes of this policy. As defined in the *Work Health and Safety Act 2011 (ACT)*, a worker is a person who carries out work in any capacity including an employee, contractor, employee of sub-contractors, labour hire worker, apprentice, student or volunteer.

2. PURPOSE

Our activities can have significant impacts on the safety, health and wellbeing of our workers (including contractors), the community, stakeholders and the environment and therefore must be carefully managed.

This policy provides direction and documents Evoenergy's commitment to:

- provide a safe workplace and conduct our operations and undertakings without physical or psychological harm to our workers, customers or members of the community
- provide safe, reliable, sustainable, quality assured energy products and services to our customers and the community
- manage the impact of our operations on the natural and built environment whilst minimising environmental impacts of our operations
- meet legislative and regulatory requirements, including those of interested parties associated with the work that Evoenergy performs.

3. THE POLICY

Evoenergy is committed to operating and continually improving an effective Integrated Management System that aligns with the Occupational Health and Safety ISO 45001, Environmental ISO 14001 and Quality ISO 9001 standards. As well as the above standards, Evoenergy also addresses the requirements of the Electricity Networks Safety Management System AS 5577.

Evoenergy operates in a rapidly changing environment and continually reviews and assesses our strategic direction based on our stakeholder's needs and expectations, whilst providing a safe working environment, delivering quality services and products and minimising the impact to the environment

Evoenergy's Integrated Management System supports our business to:

- achieve and sustain a generative¹health, safety, environment and quality culture in everything we do:
- continually improve its operations and business processes
- add value to an effective internal control environment.

Our commitment is that:

- workplace injuries, both physical and psychological, are preventable
- working safely, protecting the environment and achieving quality outcomes is a condition of employment
- healthy, respectful, resilient, engaged and competent workers lead to positive business outcomes
- an effective integrated management system, supports a healthy and safe working environment
- we are all responsible for preventing incidents, injuries and sustaining a healthy and safe working environment (physically and psychologically)
- safety, environmental and quality outcomes are constantly considered through full work, project and action life cycles
- climate change and sustainability is integrated in all strategies, plan, projects and decisions using data-driven approaches
- quality management is integrated into our processes, practices, products and services to meet customer requirements and enhance customer satisfaction
- compliance with all legal and other requirements is critical to our business
- we are all responsible for contributing to improvements and ensuring our practices (the way we do work) and processes (the way work is documented to occur) align
- we engage all stakeholders (including workers) and seek input and feedback on WHSEQ matters.

VERSION CONTROL

VERSION	DETAILS	APPROVED
1.0	Initial Document	Safety, Audit and Risk Committee
2.0	Reviewed and updated to align with moving from AS/NZS4801 to ISO 45001	Safety, Audit and Risk Committee 30/10/2020
3.0	Updates to our commitment and minor changes to purpose and scope	30/11/2021
3.1	Branding review from ActewAGL Distribution to Evoenergy and new Document ID issued	28/03/2022
3.2	Document updated to align with ActewAGL JV Health and Safety Strategy 2023-25, Evoenergy's Sustainability Strategy and minor edits	30/11/2022
3.3	Approved by the Joint Venture Board Minor wording changes	30/11/2023

DOCUMENT CONTROL

DOCUMENT OWNER	PUBLISH DATE	REVIEW DATE
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¹ In accordance with the Hudson Health and Safety Maturity Model, Evoenergy culture characteristics that are generative are well-informed and have high trust and accountability.

General Manager People and Legal

07/12/2023

07/12/2026