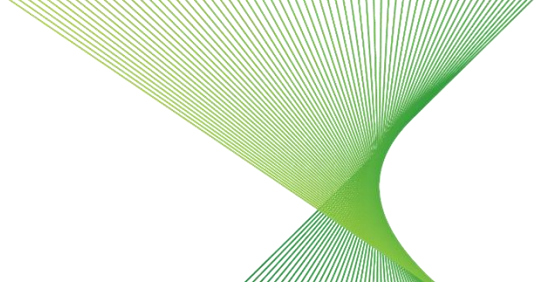


# Health and Safety Policy



The Transgrid Group is committed to preventing harm to our people, visitors to our sites, and members of the public, as well as the continued safe operation of the transmission network. The Health, Safety and Wellbeing of our people is core to all our activities and a fundamental part of every business decision we make. We are committed to driving a culture that ensures that our people think safe, work safe, and return home safe at the end of each workday.

The Health and Safety Policy covers all activities and services undertaken by Transgrid including the planning, building and operation of infrastructure, ongoing management of these assets and their decommissioning.

## To demonstrate our commitment, Transgrid will:

- Support proactive safety leadership and comply with all relevant legal and other regulatory requirements.
- Proactively identify health, safety, and psychosocial hazards, and assess the risks prior to commencing any activities, projects, or work. This includes consideration of risks related to the interaction of our assets with the property of others and the environment.
- Manage risks to as low as reasonably practicable through the implementation of effective control measures.
- Provide the necessary resources to maintain a safe and healthy workplace and ensure the safety of others who may be impacted by our activities.
- Monitor and measure our health and safety performance and objectives to inform continual improvement opportunities.
- Foster a positive safety culture where employees and delivery partners collaborate, learn from each other, and are empowered to make safe choices, including to stop work if they have a health or safety concern.
- Communicate, consult, and encourage participation with our employees, visitors, delivery partners and the public on issues that have the potential to affect their health, safety and wellbeing.
- Safely plan, design, construct, commission, operate, maintain, replace, and retire assets.
- Enable the identification and application of organisational learnings and insights through effective incident response and investigation to
- Support injured or ill employees to return to work through appropriate and timely injury management program, relating to both physical and mental health.
- Implement and review as appropriate the Health and Safety Management System and the Mental Health Framework.