

HEALTH, SAFETY & WELLBEING POLICY

Category	Health, Safety & Wellbeing
Type	Policy
Approved By	Chief Executive Officer
Last Approved Revision	December 2023
Responsible Officer	Group General Manager HSEQ
Next Review Date	December 2026

1. POLICY

Horizon Energy Group's policy is embodied in our safety vision of ACT SAFE, WORK SAFE and LIVE SAFE. All employees and contractors are required to behave in a manner that is safe and promotes wellbeing, and follow all required procedures and policies, which represent best practice so that we are all able to go home safely at the end of every day.

In meeting this commitment, everyone at our workplace will:

- Take personal responsibility to look after their own safety and the safety of other people.
- Are empowered to stop work if it's not safe to undertake or if they are not trained to do;
- Support better safety and wellbeing through hazard and risk management.
- Not knowingly create situations where the safety and wellbeing of any person is compromised.
- Follow all instructions, rules, procedures and safe ways of working. For example, wearing personal protective equipment (PPE) as required.
- Proactively report incidents, near misses and hazards where safety and wellbeing have been placed at risk or could be improved and report any pain or discomfort.
- Participate in and support injury prevention and injury management programmes.
- Comply, as a minimum, with all relevant regulatory and legislative requirements

The Company and our managers will:

- Develop and periodically review health, safety and wellbeing objectives, which form part of the Strategic Plan
- Where applicable provide fit for purpose and safe equipment to use
- Create a safe working environment throughout the organisation.
- Proactively undertake hazard and risk assessments to identify what could harm the safety, mental wellbeing and health of workers and others
- Engage all our people to work together as one to plan for improved safety and wellbeing.
 - engage with workers and their representatives on health and safety matters that may directly affect them.
 - have worker participation practices that give workers reasonable opportunities to participate effectively in improving health and safety on an ongoing basis. This includes actively supporting our Safety Improvement Groups and endeavouring that they include worker representatives and unions.
- Determine incidents and injuries root cause and prevent them from reoccurring.
- Support the rehabilitation of any person injured or made ill within the workplace.
- Ensure contractors have safe ways of working.
- Develop and continuously review controls, procedures and systems to reduce risk, prevent work related accidents and illnesses and promote the wellbeing of everyone in the workplace.
- Educate and train all employees in safe working practices and provide adequate supervision.
- Promote and support mental health, leading wellbeing for our people, encouraging a balanced healthy lifestyle.

To achieve our ACT SAFE, WORK SAFE and LIVE SAFE Horizon Energy Group supports a switched-ON culture of continuous improvement so that we create and influence a safe and healthy environment for everyone.



Ajay Anand
Chief Executive Officer