

Gippsland Skies Health, Safety, Environment and Quality (HSEQ) Policy

Gippsland Skies Pty Ltd ("Gippsland Skies") is developing the proposed Gippsland Skies Offshore Wind Project located off the coast of Gippsland, Victoria, Australia.

Gippsland Skies' Health, Safety, Environment and Quality ("HSEQ") Policy demonstrates our commitment to providing and maintaining a healthy and safe workplace, minimising risks of harm to health, the environment and the communities in which we operate, and maintaining the highest quality of work to deliver operational excellence. To achieve this, Gippsland Skies aims to:

- Understand and comply with our legal and regulatory compliance obligations.
- Operate within an HSEQ management system consistent with international and industry best practice standards including seeking to align with ISO 9001:2016 (Quality Management Systems), ISO 14001:2016 (Environmental Management Systems) and ISO 45001:2018 (Occupational Health and Safety Management Systems).
- Proactively identify and aim to effectively control, minimise, monitor and raise awareness of HSEQ risks, including psychosocial hazards, that have the potential to harm people, the environment and/or work quality.
- Prioritise consideration of HSEQ issues in business management decisions, procurement, design and delivery.
- Ensure all employees and contractors understand and are responsible for performing work in accordance with approved procedures, and that they are aware they can stop the job at any time if they believe it is potentially unsafe to people or the environment.
- Provide resources to improve the physical and mental health and wellbeing of our workers, including supporting workers who are injured at work to enable them to recover and safely return to work as soon as possible, and make reasonable adjustments for non-work related injuries and illnesses.
- Consult and work collaboratively with our employees, contractors, suppliers and the community on HSEQ issues.
- Ensure that training in HSEQ practices, procedures and any other skills reasonably required to perform work effectively is provided to our employees and contractors.
- Seek to protect the environment from harm, including minimising risks of harm to the environment from pollution or waste so far as reasonably practicable and ensuring sustainable resource use where possible.
- Establish, measure, monitor and review HSEQ objectives to continuously improve performance and minimise the risks of harm to people and the environment so far as reasonably practicable.

Gippsland Skies Pty Ltd

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