

Health, Safety, Environment and Heritage Policy

1st January 2023

Purpose

At APA Group (APA) we strive to be world class in health, safety, environment and heritage performance. Our foremost priorities are the health, safety and wellbeing of our workers and protection of the environment, heritage and the communities in which we operate.

APA is committed to managing and minimising our impact on the environment and heritage. We foster a culture of responsibility, leadership and awareness of our environment and heritage obligations and practices. We recognise our role as land stewards and aspire to not just respect the past but protect values for the future.

Strategic Intent

We are committed to establishing a workplace culture that values and prioritises safety, respect and inclusion. We aspire for our workers to be free of illness and injury which includes the health, wellbeing and psychological safety such that the whole person is considered.

Objectives

The APA's Health, Safety Environment and Heritage (HSEH) Management System outlines accountabilities to implement this Policy and requires that we:

- Proactively identify hazards and aim to eliminate or implement effective controls to minimise the risk of injury, illness to people or unacceptable impacts on the environment and heritage as far as reasonably practicable;
- Provide systems of work that focus on guiding workers to manage and control critical risk;
- Provide a work environment and fit for purpose equipment that minimises the risk to workers so far as is reasonably practicable;
- Provide systems of work that empower workers to control the risks to themselves, others and the environment, whilst carrying out their duties;
- Meet or exceed applicable HSEH statutory, regulatory, legal and social obligations;
- Adopt and monitor measurable, fit for purpose objectives and targets around HSEH performance;
- Consult, engage and educate with our workers and communities on HSEH matters that affect them;
- Undertake early intervention and support the rehabilitation of workers in the event of injury or illness;
- Establish a learning culture through investigation of incidents to embed learnings and reduce the risk of repeated events;
- Ensure HSEH leadership is visible across the organisation to promote a strong culture;
- Undertake activities to continuously improve the effectiveness of the HSEH Management System and controls.

Accountabilities

The Board of Directors of APA Group Limited is responsible for overseeing and supporting APA's commitment to HSEH in accordance with this Policy and for monitoring the performance of the HSEH Management System. The Safety and Sustainability Committee is in place to assist the Board to carry out its role in overseeing APA's safety and sustainability matters, including APA's compliance with this Policy.

The CEO is responsible for resourcing the implementation of the HSEH Management System to ensure these Policy commitments are being achieved.

The Group Executive of each division is responsible for the implementation of the HSEH Management System within their area of responsibility.

The General Manager HSEH is responsible for facilitating the implementation of the HSEH Management System, collating information and reporting on APA's performance.

All workers have an obligation to manage HSEH risks that impact themselves, others, the environment and communities in which they operate. All workers have the authority to stop work if the HSEH risks cannot effectively be managed to an acceptable level.



Adam Watson
Chief Executive Officer

