

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 Group, including the planning, building and operation of infrastructure, ongoing management of 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, including 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
- 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.

1. Document controls

Revision no:	9	TRIM No:	D2003/2837	Approval/ Review Date:	30 May 2025
Business function:	Health, Safety and Wellbeing			Document type:	Policy
Process owner:	General Manager, Health, Safety and Wellbeing				
Circulation:	External Website: Yes ☒ No ☐ Lumea: Yes ☒ No ☐				
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Approver:	Brett Redman, Chief Executive Officer				

Implementation

This policy will be implemented in the following ways:

- The Health and Safety Policy is to be displayed at offices and manned substations.
- This policy is to be provided to all delivery partners.
- This policy is to be available to external stakeholders via the Transgrid website.
- Notification on the HSE Updates *Wire* page when the policy is approved.

Monitoring and review

This policy will be reviewed every three years in accordance with the *Document and Records Management* procedure, or earlier where required due to legal or code changes, regulator guidance, incident trends, significant fatigue-related events, audit or assurance findings, consultation feedback, system changes or identified improvement opportunities.

Change from previous version

Revision no	Approved by	Amendment
9	Brett Redman, Chief Executive Officer	Nil.
8	Brett Redman, Chief Executive Officer	Reference the Transgrid Group to inclusively encompass Lumea, ensuring that our commitment accurately reflects the current structure and scope of our organisation. Minor wording adjustments and content streamlining to enhance clarity, readability, and incorporation of well-being considerations, with added emphasis on managing psychosocial risks in the workplace to align with legislative requirements
7	Brett Redman, Chief Executive Officer	Policy updated to new template and approved by new CEO.

A printed copy of this document may not be the current version. Please refer to the *Wire* to verify the current version.