



## Health, Safety and Wellbeing Policy

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### Our Commitment

The Board and management of WEL Networks Ltd (WEL) are committed to ensuring the health, safety and wellbeing of all employees, contractors we engage, visitors to WEL sites and members of the public. WEL aims to be 'Best in Service, Best in Safety'.

### Our Responsibilities

Everyone at WEL is responsible for ensuring health, safety and wellbeing of our employees, colleagues, contractors and visitors to our sites.

### Our Policy

#### We will:

- Implement a health and safety strategy and supporting business plans to enable us to protect our people and continuously improve our performance;
- Ensure that hazards and risks are identified, assessed and appropriate controls are in place to prevent harm. These will be reviewed on a regular and ongoing basis;
- Provide appropriate resources, materials, equipment and training to maintain safe and healthy work environments;
- Implement continuous improvement programmes based on current innovative approaches to health and safety that will build foundations for "good work" to deliver better safety outcomes;
- Ensure a system is in place to enable accurate reporting and investigation of all incidents and near misses;
- By way of an elected staff Health and Safety Committee, provide opportunities for staff to participate in company health, safety and wellbeing activities and in the development and review of health and safety policies, procedures and processes;
- Provide an employee health and wellbeing programme that provides resources and initiatives to maintain and enhance quality of life at work and outside of the workplace;
- Establish forums to engage with our associated contractors / PCBU on health and safety matters related to work on or around our assets;
- Comply with all legislation, regulations, standards, codes and appropriate guides as a minimum requirement;
- Support the safe and early return to work of staff injured at or outside of work;
- Authorise every WEL employee and associated contractor / PCBU to stop work activities or use a 'Stop Work Action' card where those activities are considered to be unsafe.

A handwritten signature in blue ink, appearing to read 'Garth Dibley'.

Garth Dibley  
Chief Executive  
August 2021

