



## WEL NETWORKS HEALTH, SAFETY AND WELLBEING GOVERNANCE CHARTER

The Board of Directors for WEL Networks has a core governance role that requires strong leadership and proactive oversight on all matters relating to health and safety. The Board is committed to ensuring that WEL complies with its health and safety duties arising out of all business activities.

The Board is committed to supporting WEL in the implementation and maintenance of a health and safety management system that meets best practice standards, legislative and regulatory requirements and ensures the health, safety and wellbeing of its employees, contractors and the wider community.

The Board supports Management in the implementation of continuous improvement programmes based on current innovative approaches to health and safety that will build foundations for “good work” to deliver better safety outcomes.

This Charter sets out the responsibilities of the Board in relation to health and safety. Our objective is ‘Every Day – Home Safe’.

By signing this charter, Board Members commit to the following:

- A personal commitment to attaining a thorough understanding of the day to day risks faced by the employees and contractors doing work for, and on behalf of WEL, by undertaking an agreed number of safety observations in the field each year
- To ensure health, safety and wellbeing is integrated into business strategies, processes and included in performance measures
- To ensure the company's leaders manage employee health and safety hazards and risks through the implementation and review of effective risk identification and management strategies
- To encourage the company's leaders to invest in employee wellbeing initiatives and create an inclusive and supportive workplace environment that promotes optimal mental health, enabling people to flourish
- To ensure continuous improvement of health, safety and wellbeing practices within WEL by supporting adequate internal capacity i.e. trained and skilled personnel and the availability of appropriate and well maintained plant and equipment
- To review any serious incidents (including serious near misses) in consideration of the adequacy of the management response and provision of any support required.

Rob Campbell  
Chair  
23 September 2021

Endorsed by Directors:



**Every Day – Home Safe**

