



WEL NETWORKS HEALTH, SAFETY AND WELLBEING GOVERNANCE CHARTER

This Charter sets out the responsibilities of the Board in relation to health, safety and wellbeing.

Our objective is 'Every Day – Home Safe'.

The Board has a core governance role that requires strong leadership and proactive oversight of worker health, safety and wellbeing. The Board is committed to ensuring that WEL complies with its health and safety duties, and fosters an environment that supports the positive wellbeing of all workers and others affected by its work.

The Board will continue to support WEL in the resourcing and implementation of a health and safety management system that promotes good practice, while meeting legislative requirements, to pursue considered, progressive improvements to WEL's health, safety and wellbeing systems and processes.

By signing this Charter, Board members commit to the following:

- A personal commitment to attaining a thorough understanding of the critical risks and controls implemented by WEL and its workers. This will be achieved through management reporting and by undertaking at least one Work as Done visit in the field each year.
- To ensure Management integrates health, safety and wellbeing into business strategies, processes and key business performance measures.
- To ensure Management has clear accountability to protect workers from critical health and safety risks through effective risk identification and management practices, including assurance over the controls.
- To ensure Management has processes in place to regularly review and update WEL's health, safety and wellbeing system, processes, and initiatives in accordance with reasonable standards.
- To support Management in striving for the continuous improvement of health, safety and wellbeing practices within WEL, including supporting collaboration with workers.
- To monitor and review reports from Management on notifiable events, breaches of risk tolerance limits, audit outcomes, and other key performance indicators and associated response plans to understand how WEL is learning from past performance and making necessary changes to deliver healthy and safe work in the future.

Barry Harris

Chair
31 March 2026

Endorsed by Directors:

