

Safety, Health and Environment Policy

1. Policy statement

Western Power's corporate strategy centres on 'powering the lives of our community', recognising that Western Australians want safe, more reliable, and increasingly renewable electricity and a grid that keeps costs low and supports jobs and growth.

Western Power is committed to engaging and empowering its Personnel to eliminate or where not possible, to minimise the SHE risk so far as is reasonably practicable that its assets and activities present to the community and to sustainable environmental management.

1.1 Purpose

This Policy provides Workers, Suppliers, customers, and other stakeholders with information on Western Power's SHE commitments and expectations.

1.2 Scope

This Policy applies to:

1. all Western Power Personnel.
2. all Safety, Health and Environmental related activities performed within Western Power.

1.3 Outcomes

This Policy provides high-level, brief, clear, statements of principle indicating Western Power's intention and direction, to enable effective decision-making processes for Safety, Health and Environment. The outcomes are:

1. Informed workplace, stakeholders, community, and industry
2. Safe working systems supported by documented procedures and contingencies and using materials that are safe and do not pose environmental risks

1.4 Principles

Western Power will,

- (i) meet all Safety, Health and Environment (SHE) legislative requirements through the application of, and compliance with, the Western Power SHE Management System, Electricity Network Safety Management System, relevant Codes of Practice, Standards, and other requirements.
- (ii) meet its reliability targets and obligations through the application of, and compliance with, the Western Power Assurance and Risk Policy, and the relevant Codes of Practice, Standards, and other requirements.
- (iii) through visible felt leadership, demonstrate management commitment to Safety, Health and Environmental matters.

- (iv) effectively engage and consult with Workers, their HSE Representatives and stakeholders (including government agencies and communities) on relevant SHE matters.
- (v) implement robust risk management processes, in accordance with the hierarchy of control measures, to eliminate or where not possible, to minimise the SHE risks so far as is reasonably practicable, to Personnel, customers, visitors, members of the public and the environment.
- (vi) effectively plan and control operational activities, using a critical risk management approach, to ensure the health and safety of Workers and the public.
- (vii) ensure the psychological health of all Personnel, through the application of psychological risk management processes and the promotion of mental health and wellbeing.
- (viii) ensure the provision of suitable and sufficient resources for the implementation, review, and continual improvement of the SHE Management system.
- (ix) ensure its Workers have the necessary skills and competencies to implement this Policy and the related processes, through the provision of information, instruction, training, or supervision.
- (x) empower Personnel to identify, raise and resolve unsafe and hazardous situations and where effective SHE management risk controls are not in place, delay or stop activities.
- (xi) establish and implement the most effective controls available at the time, as an interim mitigation measure, where controls which offer the highest level of protection take time to implement, due to their nature or complexity.
- (xii) promote a mature culture where Personnel conduct work in a manner that does not present a risk to themselves or others.
- (xiii) Implement effective processes to ensure Personnel are fit for work and promote a positive, effective, and fair approach to the management of Personnel deemed unfit due to illicit drug or alcohol use.
- (xiv) support employee recovery, rehabilitation and return to work in the event of work related physical or psychological injury or illness.
- (xv) require suppliers to manage SHE risks in a way which either meets or exceeds Western Power's minimum standards.
- (xvi) assess environmental impacts in all business undertakings and protect the natural and built environment, heritage values and visual amenity through appropriate planning and design and operation of the network.
- (xvii) ensure the elimination of waste is our first consideration and for unavoidable waste, examine the scope for reduction, reuse, recycling, or recovery potential.
- (xviii) deliver sustainability guided by the United Nations Sustainable Development Goals by considering social advancement, environmental protection, climate change and economic prosperity in its business activities and decisions.
- (xix) promote decarbonisation of the Western Australian economy and support the transition to renewable generation and continually seek to reduce greenhouse gas emissions from our operations.
- (xx) monitor and report on its SHE, quality, and training performance against both leading and lagging key performance indicators.

- (xxi) ensure SHE related actions are managed in accordance with an established risk-based framework, which includes clear accountabilities and an escalation process for actions which are not closed within agreed timescales.
- (xxii) conduct assurance activities to ensure compliance to the SHE Management system and the quality and safety of completed construction and maintenance works.
- (xxiii) use a systematic continuous improvement process to ensure the suitability and effectiveness of the SHE management system in its objectives to create a safe and healthy workplace and protect the environment.

1.5 Supporting document structure

This Policy is supported by the following Standards and Frameworks.

Title	EDM reference
Safety, health, and environment framework	EDM 42468980
Safety, health, and environment standard	EDM 32254910
Electrical System Safety Rules	EDM 41392645
Golden Safety Rules	EDM 41205405
Electricity Network Safety Management System	EDM 41095268

2. Dictionary

Words in the first column of the following table are defined terms and have the corresponding meaning shown in the second column of the table. Defined terms appear in this document as capitalised.

Defined term	Meaning
Framework	A structure of procedures and guidelines and other controls that support the implementation of the stated outcomes of policies in a consistent manner in a specified area.
PCBU	For the purposes of the Work, Health and Safety Act 2020 (WA), a PCBU falls under the definition set out in Division 3, Section 5 'Meaning of person conducting a business or undertaking'.
Policy	High-level, brief, straightforward, statements of principle indicating Western Power's intention and direction, to enable effective decision-making processes.
Standard	Refined statements of principle within a specific area covered by a Policy that assist with the achievement and implementation of the stated outcomes of that Policy.
Electricity Network Safety Management System	The Electricity Network Safety Management System (ENSMS), provides a structured, integrated and coordinated approach for the safe planning, design, construction, commissioning, operation, maintenance and decommissioning of Western Power's electricity network. The ENSMS is designed to support the achievement of the requirements of Western Power's Safety, Health and Environment (SHE) Policy and the safety objectives of the Asset Management Policy. The ENSMS applies to all networks of Western Power and should comply with AS5577 as required by the Electricity (Network Safety) Regulations 2015.

Defined term	Meaning
Supplier	A party that supplies materials, goods and/or services under a Contract with Western Power.
Personnel	<p>Every Officer, Director and Worker carrying out work in a capacity for Western power. Under the WHS legislation a Worker is a person who carries out work in any capacity for a person conducting a business (PCBU) or undertaking, including any of the following:</p> <ul style="list-style-type: none"> a) an employee b) a contractor or subcontractor c) an employee of a contractor or subcontractor d) an employee of a labour hire company who has been assigned to work in Western Power e) an outworker f) an apprentice or trainee g) a student gaining work experience h) a volunteer

3. Further information

If you have any questions in relation to this Policy please contact either the Executive Manager, Asset Manager, or the General Counsel.

4. Content Owner

Executive Manager, Asset Management.

5. Accountabilities

Policy content owner:	<p>Accountable for:</p> <ol style="list-style-type: none"> 1. implementing this Policy 2. preparing, issuing, and maintaining any required Frameworks and Standards 3. ensuring that people affected by this Policy and its related Frameworks and Standards are aware of their responsibilities 4. ongoing education (as necessary) 5. monitoring compliance with the requirements of the Policy and its related Frameworks and Standards 6. ensuring that appropriate remedial actions are taken if there are compliance breaches 7. monitoring the continuing relevance of the Policy and the currency of its contents.
Committee Sponsor:	Coordinating the review of the policy by the Safety, Health, Environment & Sustainability Committee
General Counsel:	Accountable for publishing the approved version of this Policy, and any Standards issued under it, in Western Power's corporate policies register.
Executive Management:	Accountable for effective leadership, communication, increasing awareness and ensuring compliance with this policy.

6. Review

This Policy will be reviewed and evaluated by the Western Power Board at least once in every three-year period considering the purpose of the Policy and the outcome of the compliance review.

7. Related documents

Title	EDM reference
Safety, health & environment management system document register	EDM 34283267
Asset management policy	EDM 26576898
Assurance and risk policy	EDM 32565084

8. Committee sponsor

Name and Board committee
Denise Goldsworthy, Safety, Health, Environment & Sustainability Committee

9. Approval history

Version	Approved by	Date of approval	Resolution no.	Notes
6.	General Counsel	23/01/2017	04/2015/BD	Minor amendments approved under authority delegated by Board on 01/07/2014
7.	General Counsel	02/05/2017	82/2017/BD	Minor amendments approved by General Counsel pursuant to delegation
8.	Company Secretary	05/03/2019	058/2019/BD	Updated template and principles with a specific reference to mental health.
9.	Board	08/08/2022	024/2023/BD	Updated to align with WHS requirements



May Lin Chew
Company Secretary and Executive Officer