

## Health, Safety and Wellbeing Policy

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### Overview

This policy defines the framework by which WEL Networks (WEL) and WEL Services achieve continual improvement in health and safety performance in relation to their activities and those of their staff, other Service Partners/Persons Conducting a Business or Undertaking (PCBUs) with whom we engage and members of the public.

It provides WEL staff, associated PCBUs and members of the public with a framework to enable a safe and positive working environment in relation to WEL's activities.

Additionally, the policy provides the framework for the development and implementation of WEL's:

- Health and safety strategy
- Approach to health, safety and wellbeing
- Safety essentials
- Safety management system and processes

WEL's objective is to be "Best in Safety" and to provide best practice in health, safety and wellbeing systems to support healthy and safe work environments.

This policy will be reviewed every two years so that oversight is in keeping with current senior management appointments and to ensure compliance with relevant legislation.

### Scope and Application

This policy applies to all WEL Networks and WEL Services staff, associated PCBUs (Service Partners engaged by WEL when working on WEL assets) and members of the public.

### Policy Principles

At WEL, nothing is more important than health and safety.

We will ensure, as far as is practicable, the health and safety of workers employed or engaged by WEL while they undertaking work activities on our behalf.

We believe that all incidents are preventable and that good safety is good for our business – "*Best in Service, Best in Safety*".

Our approach to health and safety is based upon consultation, communication, learning and continuous improvement.

To achieve the objectives of our policy we will:

- Be an industry leader in occupational health and safety and the wellbeing of our people
- Ensure all officers of the company (Board and Executive Management team) are aware of their due diligence responsibilities. Those duties aim to make sure an officer takes appropriate, proactive steps to ensure the PCBU complies with the Health and Safety at Work Act (2015)

- Ensure that health and safety is an integral part of Board and management accountability and that health and safety objectives are not compromised by other business objectives
- Implement a health and safety strategy and supporting business plans with health, safety and personal wellbeing goals and objectives to enable us to achieve our vision and continuously improve our performance
- Ensure that we provide appropriate resources, materials and training to maintain safe and healthy work environments
- Ensure that systems and appropriate processes are in place to effectively manage safety, including the development of safe working practices
- Implement risk management processes to ensure that hazards are identified, assessed and controlled so that staff, persons engaged by WEL and members of the public are not at risk, so far as reasonably practicable
- Ensure accurate and timely reporting of all incidents to enable us to learn from them
- Systematically audit our system, processes, work practices, and seek continual improvements and effective implementation of our audit findings
- Support the safe and early return to work of staff injured at or outside of work
- Provide opportunities for, and encourage staff and associated PCBU (Service Partners) to participate in the development and review of health and safety policies, procedures and processes
- Establish forums to engage with our associated PCBU (Service Partners) 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

All managers, staff and persons engaged by WEL have a personal responsibility for their own safety and the safety of others. This is best supported by a health and safety climate built on trust and personal commitment to improve health and safety.

Every WEL employee and associated PCBU (Service Partner) has the right and the authority to stop work activities using a Stop Work Action where those activities are considered to be leading to an unsafe act or situation. This includes a condition, behaviour or action that has the potential to harm an individual or damage assets.

Finally, we must have effective forums and systems for communicating our health and safety challenges and encouraging feedback to enable improvement in our performance.

### **Responsibility**

- The Board is responsible for effective governance of health and safety within WEL and ensuring that management is held to account to implement health and safety policy and strategy to continuously improve on performance.
- The Chief Executive is responsible for WEL Networks' overall health and safety performance and shall ensure that appropriate resources are provided to deploy the health and safety system.
- The General Managers are responsible for meeting the company health and safety objectives and for ensuring that the managers, supervisors and team leaders are aware of their responsibilities for health and safety and they adhere to WEL Networks' policy and procedures.

- The General Manager People and Performance is responsible for ensuring that effective systems are in place and deployed for the selection, recruitment, and training of employees to enable them to carry out their work competently and safely.
- The General Manager People and Performance is responsible for setting the appropriate strategic direction for organisational health and safety management and effectively communicating this to employees and stakeholders.
- Managers, Supervisors and Team Leaders are responsible for the safety of the staff that they manage, operating in accordance with their defined health and safety responsibilities, and taking a proactive approach by setting health and safety objectives to ensure compliance with the policy and that all health and safety procedures are followed.
- The Health and Safety Team is responsible for providing expertise and support to management and staff and, by regularly monitoring and reviewing performance and processes, ensuring that problems are identified, rectified, and that there is continuous improvement in health and safety. The Health and Safety Team is also responsible for the development and ongoing management of the safety management system.
- Staff are responsible for ensuring their own safety by adhering to WEL's policy and procedures and actively participating in health and safety management.
- The Health and Safety Committee is responsible for meeting its objectives and for providing an organisational resource to ensure that health and safety is effectively managed within WEL. WEL will ensure that Committee members are trained to enable them to achieve their objectives and provide a valued organisational resource.



Garth Dibley  
Chief Executive  
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