

# POLICY

## CORP-HSE-POL-001

# Health and Safety Policy

Energy Power Systems Australia Pty Ltd (EPSA) is committed to the health, safety and wellbeing of our Team Members, and our stakeholders. EPSA's Values and Behaviours statement reflects our expectations: Safety and Wellbeing – "First and Always".

In support of our vision "We Give Our Customers the Sustainable Power They Need", EPSA has an Integrated Management System based on ISO 45001:2018.

### Scope

This policy applies to all permanent, fixed term, casual and contractors who perform work for or on behalf of EPSA. They are referred to as "Team Members" for the purposes of this policy.

### Purpose

The purpose of this policy is to provide clear guidelines of what is expected of Team Members with regards to Health and Safety.

### EPSA commits to:

- Putting the health and safety of our Team Members, stakeholders and communities first;
- Consultation and participation with Team Members;
- Building a safety culture where our Team Members behave like safety and wellbeing leaders, call out safety and wellbeing issues, and demonstrate care towards colleague's mental and physical wellbeing;
- Encouraging our Team Members not to undertake work unless it can be carried out safely, and to stop any unsafe acts prior to an incident occurring;
- Expecting our Team Members to report all incidents and near misses;
- Providing a balanced focus on the management of the health and wellbeing of Team Members and process;
- Putting in place adequately trained resources to support the management of health and safety;
- Expecting our Team Members to behave in a safe manner as a condition of their employment;
- Striving to mitigate health and safety risks through hazard identification, incident investigation, and risk management, with continual improvement processes in place;
- Complying with all applicable laws, regulations, and contractual obligations as a minimum standard; and
- Displaying a copy of this Health and Safety Policy in prominent positions in each site under EPSA control.

Team Members are directly responsible for working in a safe manner to prevent injury to themselves, fellow Team Members, and others. EPSA's management team is accountable for the implementation of this policy and associated procedures and for demonstrating health and safety leadership.

### Application

This policy does not form part of a Team Members contract of employment. It should be read in conjunction with the Team Members employment contract, position description, and all other relevant policies and procedures. EPSA may make additions or alterations to this policy at any time.

### Grievances

All disputed aspects of the policy should be referred to the relevant line manager in the first instance. Escalated issues should be referred to the General Manager, who will work with the Human Resources team. If the dispute is not resolved at that level, then it will be referred to the Managing Director for final determination.



**Chris Murray**  
Managing Director

# Document Information

## Key Information

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<b>Owner</b>	GM HSEQ
<b>Business unit</b>	HSEQ
<b>Filename</b>	CORP-HSE-POL-001 Health and Safety Policy
<b>Date of next review</b>	18 March 2026
<b>Contact for enquiries</b>	Lance Deighton t: 03 8562 4139 e: Lance.Deighton@energypower.com.au

## Document version history

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<b>Prepared by</b>	<b>Document Owner</b>	<b>Rev</b>	<b>Authorised by</b>	<b>Date of Release</b>
Lance Deighton	HSEQ	1	Chris Murray	21 January 2021
Lance Deighton	HSEQ	2	Chris Murray	22 February 2022
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<b>Revision</b>	<b>Change Details</b>
1.0	New document format - Reviews Changed to Annually
2.0	Added - Committed to Consultation & Participation with workers
3.0	Annual review no changes
4.0	Added – Scope, Purpose, Application & Grievances
5.0	Added - In support of our vision “We Give Our Customers the Sustainable Power They Need”, EPSA has an Integrated Management System based on ISO 45001:2018.