

Health and Safety



Amd Date 13/10/09

Policy Statement

Stanwell Corporation Limited (Stanwell) is an energy business with a portfolio comprising coal, diesel and hydro-electric power generation facilities, coal mining and upstream gas development. Stanwell has a commitment to its employees and shareholders to proactively identify and manage risks in regard to the health and safety of employees, contractors and visitors at our various sites.

Stanwell strives for excellence through its commitment to continuous improvement aimed at elimination of work-related injury and illness.

Scope

This policy applies to all Stanwell employees, contractors and visitors at sites operated and maintained by Stanwell.

Objectives

- Safe People, Safe Work Environment, Safe Practices.
- A workplace where health and safety management is a core responsibility of management and supervisors.
- A workplace culture that inspires awareness and personal responsibility for health and safety.
- A workplace where health and safety risk management is integrated into the core business processes.
- An Occupational Health and Safety Management System that meets AS4801 and complies with statutory obligations and expectations.

Policy Outline

To achieve the policy objectives, Stanwell will:

- Promote the health and wellbeing of employees;
- Proactively identify and manage health and safety risks;
- Establish, measure and review objectives and targets and audit systems;
- Dedicate the resources required to effectively and efficiently support this policy;
- Consult, communicate with and provide education opportunities for our employees, contractors and stakeholders;
- Uphold the right of employees and contractors to work for an organisation that effectively manages its occupational health and safety risks.

Stanwell strives to maintain excellence in all aspects of our business. With personal commitment and active participation of all our people, we will achieve excellence in our standards of workplace health and safety.



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+ + Responsibilities

+ + Employees and Contractors

- + + ▪ Operate within Stanwell's health and safety management system
- + + ▪ Report health and safety hazards and incidents and identify opportunities for learning and improvement
- + + ▪ Adopt and embrace recognised safe behaviours
- + + ▪ Work and act safely at all times

+ + Health and Safety Representatives, Officers, Committees

- + + ▪ Raise awareness about the importance of health and safety within the workforce
- + + ▪ Participate in the development and implementation of health and safety policy and management systems

Health and Safety Advisors

- Provide expert health, safety advice to management, employees and contractors
- Advise management on the implementation of corporate health and safety policy and management systems

Corporate Health and Safety Manager

- Provide strategic health and safety management advice to Chief Executive Officer, General Managers and Managers
- Coordinate strategic planning to develop corporate health and safety policy and management systems,
- Conduct health and safety system audits and implement strategies for improvement
- Coordinate health and safety performance management and reporting

General Managers, Managers, Site Managers

- Provide leadership to ensure communication and implementation of health and safety policy and management systems
- Accept accountability for health and safety performance within their area of responsibility

Chief Operating Officer

- Accept accountability for the development and implementation of health and safety policy and management systems
- Provide leadership and ensure implementation and performance of these systems throughout the corporation

Chief Executive Officer

- Accept overarching accountability for the health and safety of all employees, contractors and visitors
- Provide leadership and strategic direction

Human Resource and Workplace Health & Safety Committee

- As set out in the HRWH&S Committee Charter

Board of Directors

- In conjunction with the Executive Management Team, develop, oversee and review the effectiveness of Stanwell's occupational health and safety systems to ensure the well-being of all employees
- Ensure systems and policies are in place so that employees are offered the training and tools necessary to fulfil their duties in a manner which protects the well-being of themselves, their colleagues and the community

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+ + Communication Plan

- + As a minimum, this policy and subsequent updates are communicated via email to the entire corporation.
- + Additional communication may be coordinated by the policy owner.

This policy is available electronically in Hummingbird.

+ Review

The Board is responsible for approving all policies.

This Policy will be reviewed at least every three years by the Occupational, Health and Safety Systems Manager and then referred to the Board for approval of any amendments.

Links and References

Board Handbook

Predecessor GenCo OHS Management Systems

AS/NZS 4801:2001 Occupational Health and Safety Management Systems – Specification with guidance for use

AS/NZS 4804:2001 Occupational Health and Safety Management Systems – General guidelines on principles, systems and support techniques

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