

Health and Safety

Document Number – OHS-POL-01

1.0 Policy Statement

Our Health and Safety Vision:

'Zero Harm Today'

At Stanwell we are committed to achieving Zero Harm Today where we all go home from work without injury and illness every day.

We are committed to undertaking our business in a manner that prevents injury or occupational illness to employees, visitors, contractors and the public who may be impacted by our work activities. We encourage best practice in health and safety management, process safety and a continuous improvement culture.

Stanwell's Safety Principles:

The health and safety of our people in our workplaces is a matter of principle and to support and reinforce this, the following Safety Principles apply to all who enter our workplaces.

The Stanwell Safety Principles outline behaviours, actions and responsibilities to reinforce our commitment to Zero Harm Today. These principles guide each of us in making day-to-day decisions about how we go about our work.

- 1. All injuries and occupational illnesses can be prevented.**
- 2. We are all responsible for the safety of ourselves and each other at all times.**
- 3. Our people at all levels are safety role models.**
- 4. We do not compromise our safety standards – if it is not safe, stop the work and find a safer way.**
- 5. You see it, you own it. The safety standard you walk past is the 'STANDARD' that you set.**
- 6. Proactive reporting and learning from incidents and events is fundamental to improvement.**

We care about our people and want you to be safe in everything you do:

Safe practice is fundamental and inherent in the way we think and act. We set measurable objectives and targets in the business to ensure that we continue to improve our health and safety performance, comply with our statutory requirements, and strive to achieve our goal of Zero Harm Today.

We are committed to learning from both interactions and events to continually improve our approach to health and safety matters. If harm to our people does occur, we are committed to injury management aimed at the early and safe return to work of injured workers in accordance with statutory obligations whilst caring for the health and safety of those involved.

Stanwell's Process Safety Framework:

Our Process Safety Framework, implemented under the Asset Management Policy ASM-POL-01 provides a disciplined set of processes to ensure the integrity of our assets and effectiveness of our Functional Safety Systems. The Framework is designed to prevent the catastrophic release of energy or hazardous substances from our operating processes and to prevent damage to people, the environment, assets and Stanwell's reputation.

WRITTEN BY: NAME: K Ussher	ENDORSED/CHECKED BY: NAME: J Oliver	APPROVED BY:	DATE: 28.08.2019
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Approved via Board Memorandum Number: BD-19-08-6.3, endorsed via PSC-19-07-4.3

2.0 Scope

This policy applies to employees of Stanwell Corporation Limited (Stanwell) and its subsidiaries, contractors and visitors while visiting or conducting business at Stanwell workplaces, and while participating in authorised activities outside of Stanwell workplaces.

3.0 Content

This Policy contains our health and safety vision and associated responsibilities.

4.0 Responsibilities

All who enter a Stanwell work place are responsible for working in accordance with Stanwell's Safety Principles and Safeguards. This includes travelling and attending site fit for duty, unimpaired by drugs, alcohol or fatigue.

Employees and Contractors

- Acquire knowledge of and work in accordance with this Policy and Stanwell's Health and Safety Management System.
- Work in compliance with applicable safety regulations and other requirements.
- Acquire knowledge of and adopt recognised safe behaviours.
- Attend work fit for duty.
- Work and act safely at all times, and take actions where required to ensure the health and safety of self, and others.
- Identify, assess and control health and safety risks in the workplace and in decision making, and take corrective action as required.
- Report all health and safety incidents, and identify and communicate opportunities for learning and continuous improvement in accordance with the Health and Safety Management System.
- Cooperate in Rehabilitation and Return to Work processes.
- Actively participate in training arranged to support the implementation of this Policy, acknowledging that this Policy and the drive to Zero Harm Today is aimed at improving the health and safety of all people at Stanwell workplaces.

General Managers, Managers and Supervisors

- Ensure this Policy is made available, displayed and understood at workplaces.
- Ensure operation, maintenance and development of plant, equipment and sites in compliance with applicable safety regulations and other requirements.
- Act in accordance with this Policy and ensure employees, contractors and visitors are aware of, understand, and comply with, the safety obligations applicable to tasks undertaken.
- Review and report to the Chief Executive Officer, Chief Operating Officer and Executive General Managers, through normal business channels, any non-conformances with this Policy and oversee corrective actions accordingly.
- Report and investigate all near hits, hazards and incidents, apply fair and just outcomes as appropriate, and communicate learnings so that Stanwell personnel utilise the information to implement strategies to prevent reoccurrence in accordance with the Health and Safety Management System.
- Identify, assess and control safety risks in the workplace and business.

Chief Executive Officer / Chief Operating Officer/ Executive General Managers

- Promote, support and exemplify the Policy across Stanwell.
- Provide adequate human and financial resources to promote and ensure compliance with the Policy.

- Ensure the Policy and the Health and Safety Management System are used as a framework in business planning to set and review health and safety objectives and targets.
- Ensure due diligence obligations are fulfilled as officers of Stanwell.
- Review and report to the Board any material non-conformances with this Policy and oversee corrective action.

The Board

The Board is responsible for the development and review of the Policy and for ensuring the business systematically moves towards Zero Harm Today.

5.0 Review and Consultation (Prior to Approval)

The General Manager Health and Safety is required to undertake the review and appropriate consultation of this document at least every two years and at other times, if any significant new information or legislative or organisational change warrants a change in this document.

6.0 Communication Plan (After Approval)

This Policy will be:

- Communicated to all employees, contractors and visitors at Stanwell;
- Made available on Stanwell's intranet and external website (publicly available) and in hard copy form at sites; and
- Referenced in all Stanwell Health, Safety and Environment Inductions.

7.0 References (Including Information Services)

- AS/NZS 4801:2001 Occupational Health and Safety Management Systems – Specification with guidance for use
- Stanwell Safeguards Procedure OHS-PROC-22

8.0 Revision History

Rev. No.	Rev. Date	Revision Description	Author	Endorsed By	Approved By
0-2	2005 - 2010	Previous versions against this document number were prior to the 2011 GOC merger.			
3	11.09.2012	Policy updated to combine all Legacy Site Safety Policies and to reflect the new Stanwell Corporation.	T. Hooper	ELT	Board
4	27.08.2015	Scheduled Review	Michael Joy	Trevor Hooper	Richard Van Breda
5	16.05.2017	Scheduled Review	Michael Joy	Andy Richardson	Richard Van Breda
6	23.07.2019	Biennial Review	Kriss Ussher	James Oliver	Board