



Health and Safety Policy

We are safe. Everyone is a safety leader.
We seek to achieve Zero Harm Today in all of our workplaces.

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 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 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.

Scope

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

Responsibility

All who enter a Stanwell workplace 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 re-occurrence 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.

Richard Van Breda
Chief Executive Officer