

AGL Health, Safety and Environment Policy

Vision

We are respected for the care and commitment we demonstrate in prioritising our Health, Safety and Environment (HSE) obligations, managing risk and protecting our people and the environment in which we operate.

Scope

This policy applies to all AGL employees and contractors, and to the products and services that we provide to our customers. Where we do not have direct operational control, we will work productively with our stakeholders to achieve and maintain the standards described in this Policy.

Our Commitment

To conduct our business in a way that causes no harm to people and minimises impact on the environment.

To achieve this AGL will:

1. Understand and meet or exceed our legal and regulatory compliance obligations.
2. Maintain, continuously improve, and adhere to an HSE Management System that sets out how we will implement this Policy.
3. Create a working environment where everyone feels safe to speak up or intervene when they see something that does not seem right or is not consistent with our HSE Management Systems.
4. Provide a wide range of resources that improve the health and wellbeing of our employees.
5. Support employees who are injured at work to return to safe and sustainable work as soon as possible, and make reasonable adjustments, where appropriate, for non-work related injuries and illnesses.
6. Proactively identify and provide the resources to reduce, control, monitor and ensure awareness of the risks that have the potential to cause physical and/or psychosocial harm to people or impact the environment associated with our workplaces.
7. Consult and work collaboratively and transparently with our employees, customers, contractors, partners and the communities in which we operate on HSE matters.
8. Integrate HSE requirements when designing, purchasing, constructing and modifying facilities, equipment and systems for our customers and our own operations.
9. Continuously improve our processes, products and management systems by being curious, keeping current with industry leading practices and capturing lessons from rigorous incident investigations and adapting to meet the changing risks of the business as we transition.

This policy has been approved by the Board of AGL and will be reviewed regularly to ensure it is kept effective.



Damien Nicks

Chief Executive Officer and Managing Director

October 2023