

## Statement of Commitment

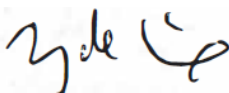
Operative Date: 2 December 2024

AGIG is committed to fostering a positive safety culture and continuous learning and awareness with meaningful impact on public safety, the health, physical and psychological safety and well-being - of our employees, contractors and service provider workers.

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm. It is our intent to demonstrate an ongoing and determined commitment to improving Health, Safety and Environment (HSE) throughout our organisation.

### Our commitment includes:

- Valuing the people that make up our workforce and the environment in which we operate.
- Creating a culture that targets Zero Harm to Health, Safety and Environment and where employees and contractors are empowered and accountable for our safety performance.
- Collaborating with government and industry bodies to share information and ideas on best practice for management on risks to Health, Safety and the Environment.
- Providing adequate resources to enable implementation of Health, Safety and Environmental management systems to effectively manage risk.
- Empowering our workforce to stop work when they determine that their safety, or that of their colleagues, the assets or the environment might be compromised.
- Engaging in regular, meaningful, two-way engagement with the workforce on Health, Safety and Environmental matters and providing prompt management support and feedback on matters raised.
- Enquiring about risks, mitigation strategies, incidents and near misses to maintain visibility of work practices and addressing any gaps identified between perceived and actual performance.
- Building and maintaining a positive and supportive environment and culture that protects from psychological injury
- Striving to continuously improve our processes and systems.



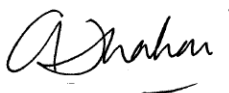
Craig de Laine  
Chief Executive Officer



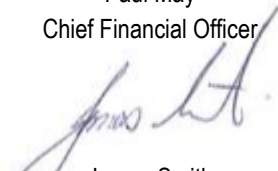
Paul May  
Chief Financial Officer



Roxanne Smith  
Executive General Manager  
Corporate and Regulation



Tawake Rakai  
Executive General Manager  
Transmission Asset Management



James Smith  
Executive General Manager  
Transmission Operations



Johanna Birgersson  
Executive General Manager  
People, Safety and Culture



Cathryn McArthur  
Executive General Manager  
Customer and Strategy

## Fitness for Work Policy

Operative Date: 13 June 2023

AGIG's vision is *to be the leading gas infrastructure business in Australia* by delivering for our customers, being a good employer, and being sustainably cost efficient.

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm. We engage and maintain a competent, capable and able workforce that is supported by our commitment to providing a healthy and safe environment including mental health and well-being.

AGIG understands that many factors may adversely impact on an individual's Fitness for Work, including, but not limited to:

- Fatigue
- Drugs and Alcohol
- Medical fitness including physical health and functional capacity
- Mental health and well-being

Whilst an individual may be unfit for work for a variety of reasons, it is the responsibility of every person to notify their supervisor/manager of any concerns about, or potential impairment of their own Fitness for Work or that of their colleagues.

AGIG believes that we are all individually accountable and empowered to ensure our actions protect ourselves, fellow workers and the public.

### **Our objectives are to:**

- Ensure the health, safety and welfare of employees and contractors including taking a holistic approach to Fitness for Work.
- Encourage individuals with Fitness for Work issues to disclose and seek assistance.
- Outline the responsibilities regarding their Fitness for Work for employees and contractors.
- Fulfil our Obligations under the Equal Opportunity Act.

### **We will achieve our objectives by:**

- Setting clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy workplace.
- Maintaining anonymous access to an Employee Assistance Program designed to provide professional counselling support to all employees and their families.
- Enforcing a drug and alcohol free workplace.
- Ensuring that individuals who present with Fitness for Work issues are supported in an effective, fair and constructive manner.
- Promoting a healthy lifestyle through the delivery of diverse well-being initiatives.
- Encouraging approachable leadership, engagement and collaboration through coaching and mentoring, and fostering a strong culture of peer support.
- Providing the tools, education, flexibility and assistance wherever possible to enable individuals to identify, address and report their own Fitness for Work issues.
- Supporting individuals with Fitness for Work issues to return to work as soon as possible.

## Environment Policy

Operative Date: 4 June 2024

Environmental stewardship is critical to the success and sustainability of our business and also a key focus of our Environmental, Social and Governance (ESG) program.

AGIG believes all incidents are preventable and is continually striving to achieve Zero Harm.

### **Our objectives are to:**

- Conduct environmentally responsible operations and minimise environmental impact.
- Reduce our carbon emissions footprint in line with national and state policies and our interim and net zero targets.
- Provide resources and support to meet our current and emerging ESG targets.
- Create a culture and environment of care and commitment where every employee is committed to managing impacts to the environment.

### **We will achieve our objectives by:**

- Embedding environmental considerations into business decisions and processes
- Promoting environmental awareness and fostering a culture of respect for ecological values and caring for country.
- Effectively consulting and engaging with our employees, contractors, customers, and key stakeholders on environmental protection and biodiversity conservation.
- Establishing an escalation mechanism for environmental matters requiring management intervention.
- Driving a culture where employees and contractors take ownership and are accountable for environmental protection and biodiversity conservation.
- Developing processes and systems to identify, assess and control environmental risks and to ensure the management of risk to as low as reasonably practicable.
- Establishing and maintaining pragmatic and flexible environmental management systems that are tailored to our risks, drives achievement of our vision and are regularly reviewed for currency, relevance and effectiveness.
- Allocating the appropriate resources and providing the necessary information, instruction, training and supervision to enable implementation of the environmental management systems.
- Effectively reporting, recording and investigating environmental incidents and near misses in the workplace and taking proactive measures for learning and to prevent recurrence.
- Maintaining preparedness to respond promptly to environmental incidents to mitigate the nature and scale of unintended impacts.
- Setting, monitoring and communicating meaningful performance measures to drive continuous improvement and understanding of our impact on the environment and commitment and care.
- Regularly auditing our operations to monitor compliance with statutory obligations and conducting accurate and transparent reporting on any findings.
- Complying with all applicable laws, regulations, and standards for the protection of the environment.



## ZERO HARM Principles and Standards

Operative Date: 1 August 2024

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm. To support this, AGIG has established a set of Zero Harm Principles that target hazards and work activities which present an inherent risk of fatality. Each Principle is supported by a Standard that outlines the minimum mandatory requirements for controlling the fatal risks.

The Zero Harm Principles and Standards apply to all AGIG employees, contractors, and visitors at all AGIG workplaces and adherence to them is mandatory. If at any time clarification is required regarding how to apply these or there is a concern that there is a hazard or risk that may harm a person or persons, or an AGIG asset, everyone is empowered and expected to "STOP" work.

### Our Zero Harm Principles are defined as follows:



#### ***Driving and Remote Travel (Standard 1)***

Plan your journey, ensure vehicles meet business and legal requirements, comply with all road laws, drive to conditions and complete a journey plan for remote travel.



#### ***Mobile Plant (Standard 2)***

Risk assess plant and movements and only operate plant which you are competent and authorised to operate. Establish and remain vigilant of the operation and exclusion zones.



#### ***Working at Height (Standard 3)***

Protect yourself against a fall or dropped objects. Inspect platforms, scaffolding, fall injury prevention systems & ladders before use. Ensure required training is complete.



#### ***Energy Isolation (Standard 4)***

Conduct, confirm, test, and communicate effective or positive isolation of gas, electrical and other hazardous energy sources before and during work on any plant, equipment, or process.



#### ***Working in Gaseous Environments (Standard 5)***

Monitor atmospheric conditions and control ignition sources. Manage priority gas leaks to minimise impacts to people and the environment. Use respiratory protection where required.



#### ***Excavation (Standard 6)***

Protect excavations from collapse, barricade against falls and ensure safe access and egress. Locate, mark, and protect underground assets prior to excavating.



#### ***Mechanical Lifting (Standard 7)***

Plan and risk assess all mechanical lifting operations. Inspect Equipment prior to use and ensure you are trained and licenced to undertake lifts.



#### ***Confined Spaces (Standard 8)***

Complete risk assessments, permits, and required training prior to entering a confined space. Confirm that the space is safe before entering and undertake gas testing.



#### ***Traffic Management (Standard 9)***

Plan, risk assess, communicate, and demarcate for the safe movement of plant, vehicles, and pedestrians. Ensure traffic management activities comply with road laws.



#### ***Fitness for Work (Standard 10)***

Test zero for drugs and alcohol and declare any fitness for work issues before conducting any work. Listen to your body, remember to stretch and stay hydrated and manage signs of fatigue.



#### ***Safety Management System (Standard 11)***

Understand and comply with your duty of care and the requirements of defined Safety Management System. If you're unsure Ask. If you're unsatisfied Escalate. If you're unsure STOP.

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm.

### **Our objectives are to:**

- Maintain public safety through safe operations.
- Provide a safe and healthy workplace, free of occupational injuries and illnesses.
- Maintain a workplace culture where every employee is empowered to being healthy and safe.

### **We will achieve our objectives by:**

- Working together to create a physically and psychologically healthy and safe workplace.
- Embedding health and safety into everyday business decisions and processes.
- Promoting individual wellbeing and providing a framework for the appropriate management of employee fitness for work.
- Effectively consulting and engaging with our employees, contractors and key stakeholders on health and safety matters facilitating a proactive and generative safety culture.
- Driving a culture where employees and contractors take ownership and are accountable for safety performance.
- Developing processes and systems to identify, assess and control process safety and health and safety risks and to ensure the management of risk to as low as reasonably practicable.
- Establishing and maintaining pragmatic and flexible safety management systems that are tailored to our risks and values, drive achievement of our vision and ensure the systems are regularly reviewed for currency, relevance and effectiveness.
- Allocating the appropriate resources and providing the necessary information, instruction, training and supervision to enable implementation of the safety management systems.
- Effectively reporting, recording and investigating injuries, work-related illness and near misses in the workplace and taking proactive measures to prevent recurrence.
- Delivering effective rehabilitation measures for employees and contractors who suffer work-related injuries and illnesses.
- Setting, monitoring and communicating meaningful performance measures to drive continuous improvement specifically focussing on leading indicators.
- Establishing an escalation mechanism for safety matters requiring management intervention.
- Actively monitoring and continually assessing the workplace environment to reduce hazards and events.
- Complying with all laws and regulations for the protection of our people and the community.

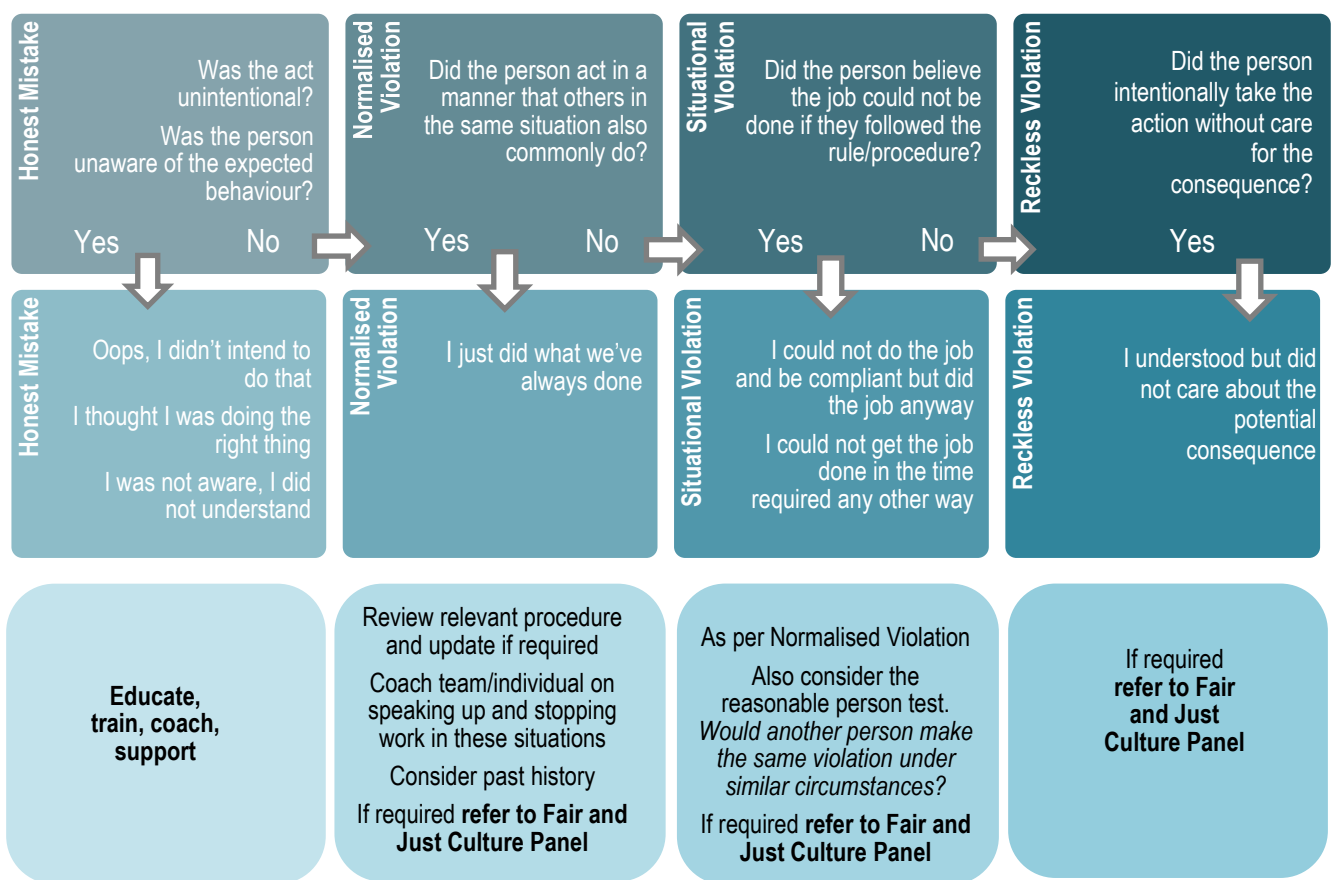
## Just Culture Policy and Protocol

Operative Date: 1 August 2024

AGIG places strong an emphasis on fostering an open and transparent reporting culture. The Just Culture Policy ensures that when incidents concerning an allegation of safety misconduct are evaluated, a fair and consistent approach is used. Our Just Culture Policy acknowledges that human errors may occur as a result of both intentional and unintentional acts. It further acknowledges that intentional acts may arise due to different motivators, each of varying degrees of severity.

In the event of an incident involving allegations of safety misconduct, the manager will conduct an assessment using our Just Culture Policy and Protocol to identify the nature of the act i.e. either an honest mistake, normalised violation, situational violation or reckless violation. The review protocol is outlined in a framework which will assist to identify the appropriate corrective management response which may include education, training, coaching or support as well as disciplinary action. System revision and update may also be required.

### The Just Culture Assessment Protocol and Framework:



The Just Culture Assessment may include past history and a reasonable person' tests. In this regard, where an individual's actions represent a repeat or worsening of historical misconduct, this will be considered. Similarly, where the alleged misconduct represents an act that would not have been reasonably expected by any person, this is also considered. In more complex situations where a resolution is not straightforward, a Just Culture Panel may be convened comprising the following roles (or their delegates):

- Relevant Executive General Manager
- Relevant Head of / or Manager
- Head of People and Culture
- Head of Health and Safety

The Just Culture Panel will conduct an unbiased assessment in line with the above framework to agree on the appropriate corrective management response. In every instance a fair and consistent approach should be achieved, ultimately enabling the workforce to confidently engage in transparent reporting without fear of undue penalty for themselves or others. Concerns regarding the application of the Just Culture Policy and Protocol can be raised in accordance with the AGIG Workplace Grievance Policy.