



## Health, Safety and Environment (HSE) Policy

Pacific Hydro's Purpose is "Achieving investor returns by powering a cleaner world" and its Vision is "To create economic, social and environmental value by being our customers' preferred clean energy solutions provider." Achieving this purpose and vision requires us to develop, deliver and operate world-class clean energy assets in a safe and sustainable way.

In delivering this vision we must comply with all applicable occupational health, safety and environmental laws and other Company commitments and aspire to cause "Zero Harm" to people, the environment and our host communities, and assure the integrity and safe operations of our assets.

### Our aims

- To have zero illnesses, injuries and fatalities, harm to the environment and host communities as a result of or in connection with our business interests;
- Be an industry leader in the management of occupational health and safety and the environment and seek to continuously improve our HSE performance, and
- Provide a net benefit to our planet by producing clean energy with minimised negative impact on biodiversity, natural resources and our climate.

### How we will achieve this

Pacific Hydro will maintain a strong safety culture and HSE management system to ensure that:

- Objective and measurable health, safety and environmental (HSE) performance indicators are set and met;
- Systematic processes of continuous improvement in HSE management and performance are followed;
- Clear accountabilities and performance expectations for HSE exist in the management structure and for all employees in the organisation;
- All directors, managers, employees, contractors and visitors understand their HSE accountabilities and are aware of the behaviours expected during performance of duties and service delivery;
- Safe, environmentally sound and sustainable practices which reflect best industry practice and are consistent with legal and regulatory requirements are applied across our global operations;
- Proactive risk-based systems exist to formally identify, assess and mitigate HSE hazards and risks, appropriate to the nature and scale of PH's risks, with emphasis on "Extreme" and "High" Residual Risks and use of the Hierarchy of Controls;
- Regular audits are conducted to measure, and where appropriate, improve the application of safe, environmentally sound and sustainable work practices;
- Employees, contractors and visitors receive relevant competency based HSE training covering general, site and task specific requirements to enable them to be competent to conduct their activities safely;
- All Health & Safety incidents are reported and classified in accordance with recognised international standards (OSHA US, Department of Labour) and where required, formally investigated with actions taken to prevent recurrence and ensure key lessons are learned and shared across the organisation;
- Crisis Emergency Management Plans and Business Continuity Plans are maintained and tested regularly to ensure their effectiveness;
- Consultation, communication and engagement are the cornerstones of our global HSE efforts;
- Management consult, listen and respond openly to its employees, contractors, customers, neighbours and other stakeholders to ensure all input is included in the decisions impacting workplace health and safety or the environment;
- The group hopes to encourage its partners, suppliers and service providers to adopt policies to protect the health, safety and environment;
- Land and resources under our care are managed with sensitivity, having due regard for cultural heritage, local conditions and concerns; and
- This policy, Group HSE Standards and relevant procedures are communicated and readily available to all persons working for or on behalf of the organisation and also the public.

### Responsibility and Accountability under this Policy

- Pacific Hydro's Board or its delegate, the Health, Safety, People and Sustainability Committee, is accountable for ensuring sound systems of HSE management.
- The CEO is responsible for implementing appropriate management systems to ensure commitments made herein are met.
- All directors, managers, employees and contractors must adhere to the Policy and act in a way which continuously promotes positive HSE performance, including the education and encouragement of visitors' commitment to this policy.

A handwritten signature in blue ink, appearing to read "M Fuge".

### Michael Fuge

Chief Executive Officer