

# Health and safety

## Overview of health and safety at NBN Co

NBN Co strives to ensure that health and safety is considered above all other company business considerations, recognising that good safety is good business. The importance of health and safety is recognised in the NBN Co Corporate Plan and the organisation continually identifies, assesses, evaluates and controls health and safety risks in the workplace. This includes the use of a risk management system to ensure that all applicable legislative requirements, industry standards and external accreditation obligations are met.

NBN Co strives to achieve excellence in its handling and management of health and safety.



*Traffic management in Kiama, New South Wales, one of the First Release Sites.*

To achieve this NBN Co will work towards continual improvement, establishing Occupational Health and Safety (OH&S) objectives and targets aimed at effectively managing risk exposures.

NBN Co is committed to:

- Strong leadership and accountability in setting the health and safety direction, and establishing measureable targets and objectives;
- Providing the required resources to support the implementation of the NBN Co Health and Safety Policy;
- Ensuring that systems are in place to implement risk management processes to ensure hazards are properly identified, risks assessed and effectively controlled (including a monitoring and review process);
- Effectively managing health and safety, including via the development and implementation of safe systems of work and ongoing supervision; and
- Providing all necessary training and induction, instruction and information to employees and visitors on our sites to ensure their health and safety.

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Our approach to health and safety is based on a culture of open communication, fostered consultation, effective risk management and the provision of information at all levels of the organisation.

### Health and safety framework

The nature of construction activities exposes NBN Co employees and contractors to a variety of risks, particularly across power and communications corridors for aerial deployment. Safety is also the number one priority for the Construction Group within NBN Co, with appropriate mitigation plans and a framework developed to ensure achievement of Health, Safety and Environment (HSE) Key Performance Indicators (KPIs). NBN Co will work collaboratively with utility companies and construction partners to ensure that best practice HSE policies are implemented, monitored and enforced throughout all aspects of the construction process.

A manager for Construction HSE has been appointed with responsibility for establishing the HSE framework for the Construction Group by defining standards and benchmarks for internal and external HSE performance. The manager is also responsible for establishing the HSE team that will influence and drive a positive risk management culture within the

Construction Group. The Construction Group framework will be fully aligned with applicable legal and regulatory requirements as well as NBN Co enterprise-wide policies, procedures and performance objectives.

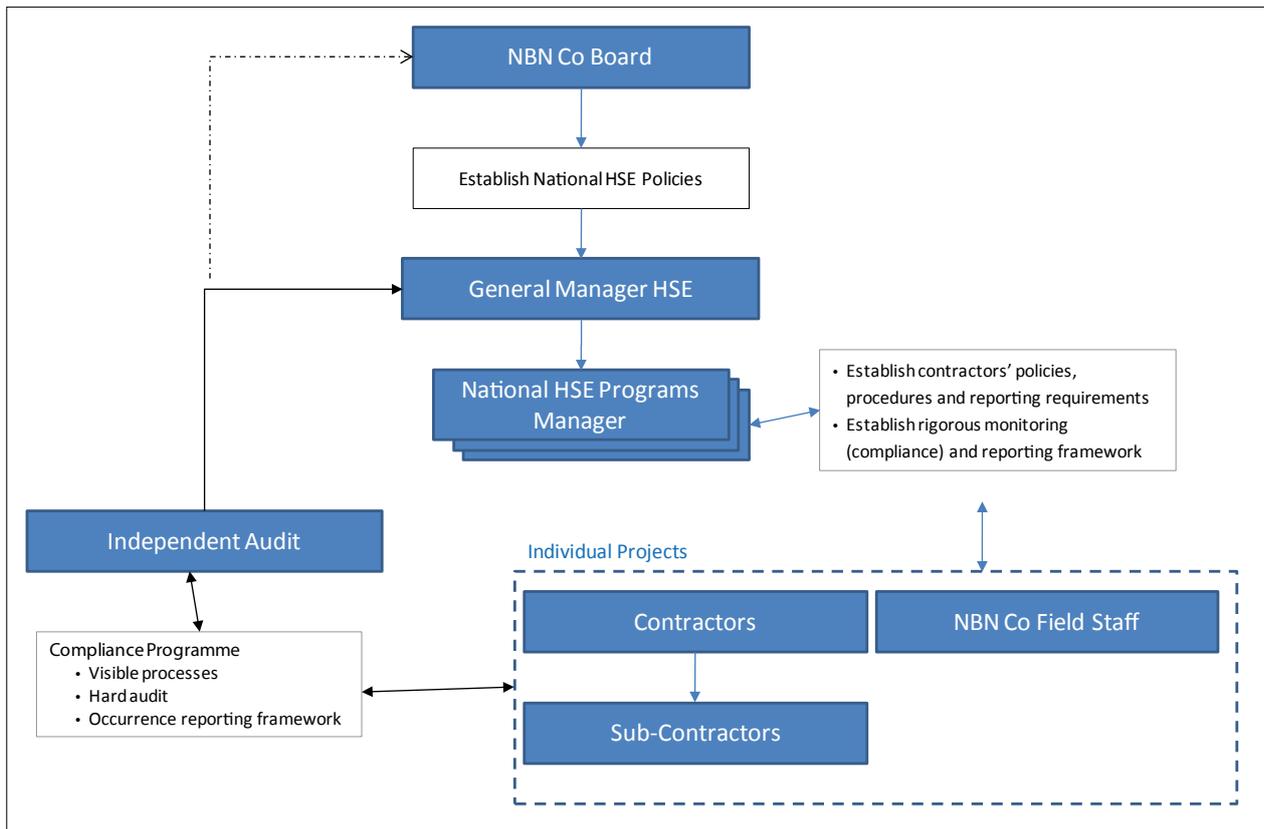
HSE criteria have been established and defined to guide the HSE team in the evaluation and selection of external suppliers, ensuring their proposed processes and systems are consistent with HSE performance expectations and accreditation requirements. The HSE Team typically interacts across several functions including Procurement, Government Relations and External Affairs, Chief Technical Officer, Network Operations and Construction Contractors. The Construction HSE team is involved in the development and design of NBN Co Group HSE systems to ensure that the Construction Group's requirements are considered and incorporated into the NBN Co company-wide framework.

NBN Co has established a functional safety team structure to directly support the CEO, Chief Human Relations Officer and relevant Heads of Department to meet their safety accountabilities.

This structure is presented overleaf in Figure 1:

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Figure 1 – NBN Co HSE framework



The Construction HSE team will continue to expand on its supplier / employees framework so that risks are mitigated as internal and external resources and works increase.

The following principles summarise the HSE approach:

- HSE criteria will be given a high priority in the assessment and selection of relevant contractors;
- A skilled and qualified HSE Team will be built to support process compliance and risk mitigation;
- Engage specialist resources to input into the 'safety in design' process so that safety requirements are factored into product definition;
- Develop, refine and maintain the HSE framework and standards;
- Monitor 10 HSE Gates prior to site construct activities being undertaken;

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- Coordinate HSE training and certification of NBN Co staff and contractors;
- Conduct regular safety / environmental audits;
- Establish an escalation process for HSE incidents;
- Risk assessments and safety audits of construction activity;
- Analysis and reporting for HSE performance;
- Coordinate the supply and deployment of Personal Protection Equipment (PPE) to NBN Co staff; and
- Benchmarking and best practice assessment for HSE.

The key output is a safe working environment for all NBN Co construction staff and contractors with the goal of 'no blame'.

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