

27 August 2025

Environment Policy

AGIG's vision is to deliver infrastructure essential to a sustainable energy future by being customer focused, a leading employer, delivering operational excellence and sustainable communities. Environmental and social responsibility is a key element of our values and strategy.

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.

1 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 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.
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2 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.

3 Amendments of this Policy

Action	Governance Level	Date
Reviewed By	Executive General Manager Transmission Asset Manager	August 2025
Recommended By	Executive Leadership Team	August 2025
Approved By	Risk and Compliance Committee	27 August 2025
Version Number	6	
Next Review Due		August/September 2026

Fitness for Work Policy

Operative Date: June 2025

AGIG believes that all workplace safety incidents are preventable and is continually striving to achieve Zero Harm. We are committed to creating a work environment that is delivering leading performance outcomes and experiences and providing a physically and psychologically safe and healthy workplace for all employees, visitors, contractors and service provider workers.

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

- Fatigue
- Medication, Drugs and Alcohol
- Medical fitness including physical health and functional capacity and
- Psychological 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 leaders of any concerns about, or potential impairment, 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:

- Minimise the risk factors impacting the Fitness for Work of our people.
- Encourage individuals with Fitness for Work issues to disclose and seek assistance.
- Outline the responsibilities regarding 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.
- Building and maintaining a positive and supportive environment and culture that protects from everyone from physical and psychological injury.
- 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.

A person who proactively self-reports a Fitness for Work concern will be provided with appropriate support, referral and/or assistance.

Amendments of this Policy

Action	Governance Level	Date
Reviewed by	Executive General Manager People, Safety and Culture	May 2025
Recommended by	Executive Leadership Team	May 2025
Endorsed by	Risk and Compliance Committee	May 2025
Approved by	Board	June 2025
Version Number	6	
Next Review Due		June 2026



ZERO HARM Principles and Standards

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.

Amendments of this Policy

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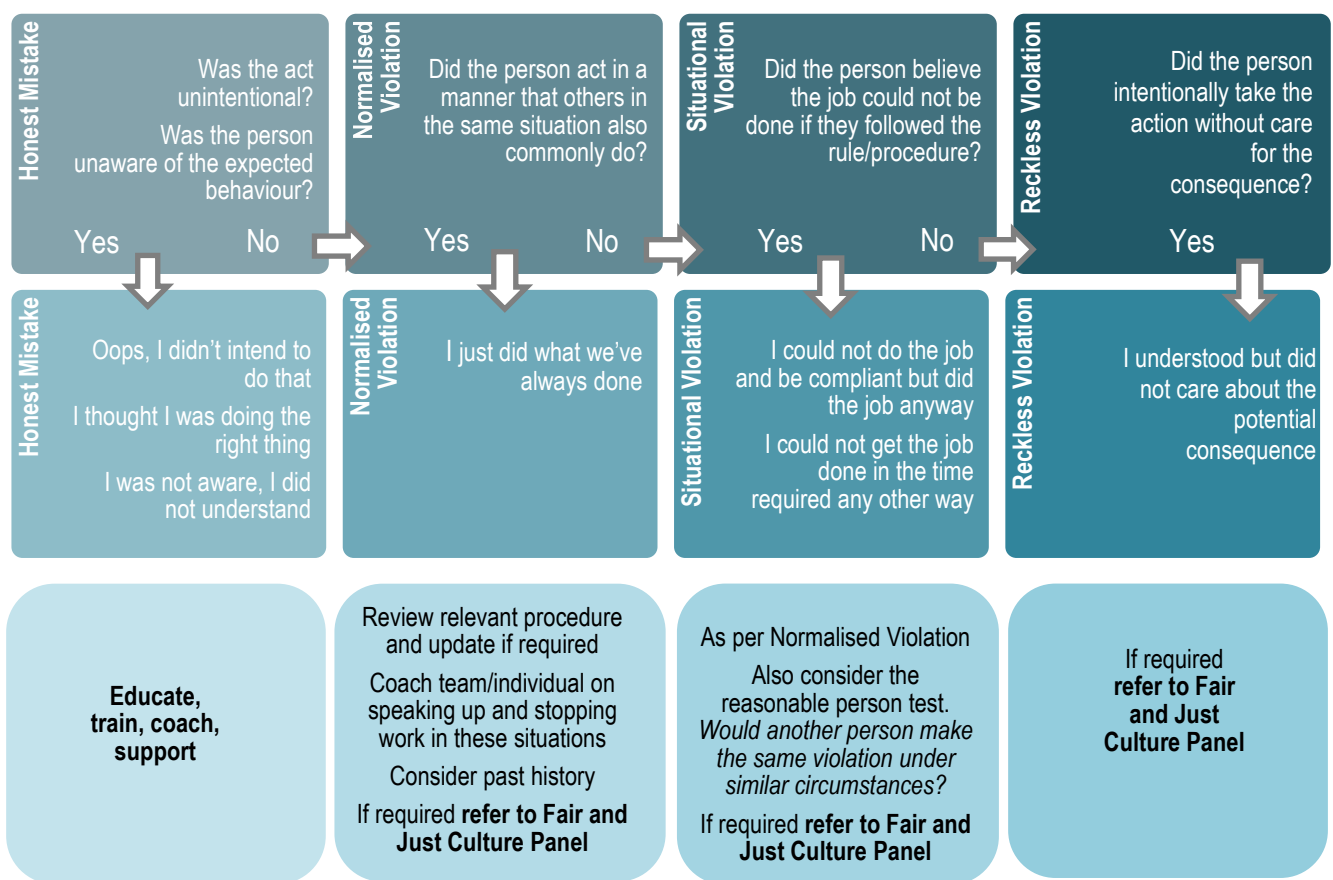
Just Culture Policy and Protocol

Operative Date: 1 June 2025

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.

Amendments of this Policy

Action	Governance Level	Date
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27 May 2025

Health and Safety Policy

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

1 Our objectives are to:

- Maintain public safety through safe operations.
 - Provide a safe and healthy workplace, free of occupational injuries and illnesses.
 - Create a workplace culture where employees and contractors are empowered to maintain a healthy and safe work environment.
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2 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 proactively take ownership and are accountable for safety performance.
- Developing behaviours, 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.

3 Amendments of this Policy

Action	Governance Level	Date
Reviewed By	Executive General Manager People, Safety and Culture	17 April 2025
Recommended By	Executive Leadership Team	April 2025
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