

# Health and safety management approach



We are committed to preventing injuries and working to keep our people, environment and communities safe.

One of our core values is caring about our impact – on each other, our contractors, the environment and on the communities in which we operate.

We expect our people to comply with safety regulations, which are supported by our systems and processes, including our Health, Safety and Environment (HSE) policy, our HSE Management System and our Life Saving Rules. Our people are supported by our Authority to Stop Unsafe Operations, which is endorsed by our Executive Leadership Team and Board.

## HSE risk management and governance

Health and safety are governed by legislation, regulations, codes and standards. We comply with these requirements and adopt higher standards as applicable to Origin's operations.

Our [HSE policy](#) describes how we consider, plan and manage HSE risks and initiatives across our business. Our HSE Management System outlines minimum requirements to manage HSE risks and impacts.

Our [Code of Conduct](#) sets out our expectations for employees in relation to HSE, covering topics such as health

and safety, drugs and alcohol, and environmental responsibility.

## HSE management system

Our HSE management system mandates the minimum performance-based outcomes for the management of health, safety and environment risks and/or impacts and aligns with ISO 14001 and ISO 45001 requirements.

Our field verification activities, assurance programs and audits test the effectiveness of the management system and the operational discipline with which it is implemented.

We assess all work activities with potential HSE risks and/or impacts and aim to eliminate any identifiable risks. We minimise any remaining risks by using our hierarchy of controls, including substituting a hazard, isolating a hazard, and/or implementing engineering controls.

All employees receive HSE management system training as part of Origin's mandatory Code of Conduct training. This must be completed within 90 days for new employees, and every two years thereafter.

## Our HSE management system



## Standards and codes of practice

We manage the health and safety risks associated with our operations and activities by aligning with appropriate Australian standards, international standards, and codes of practice for occupational health and safety management. We also draw on industry guidance from the International Association of Oil & Gas Producers (IOGP), Safer Together, National Road Safety Partnership Program and other similar industry bodies.

## Board and Executive oversight

The Board oversees health and safety matters, including key health and safety risks and/or impacts arising from the activities and operations of Origin (and its related companies). During FY2021, the Board reviewed the roles and responsibilities of its Committees, and effective from FY2022, the Board's Health, Safety and Environment Committee has been renamed the Sustainability and Safety Committee. The Sustainability and Safety Committee continues to support and provide advice to the Board in respect of health and safety matters.

The Executive HSE Committee meets quarterly and supports the Executive Leadership Team in monitoring and managing operational risks, including safety and process safety matters.

Our HSE performance is reported quarterly to the Executive HSE Committee and the Board Sustainability and Safety Committee.

## Safety

We aim to ensure that everyone at work is mindful of health and safety risks, empowered to manage them and accountable for doing so. We focus on continuously learning about and improving the way we work safely. Our systems of work require personal job safety assessments, permit-to-work systems, correct tool selection, supervision task assessments, and continuous training to ensure a competent workforce.

All Origin employees and contractors are encouraged and empowered to stop any activity they find unsafe and to conduct our business in a way that causes no harm to the health and safety of people and has no unforeseen impacts to the environment.

All Origin and contractor activities must be covered by an emergency response plan identified through risk management processes. These plans include protocols for identifying and communicating with internal and external stakeholders.

We have established processes in place to ensure the safe and reliable engagement of contractors, covering areas such as onsite registration, training, induction, monitoring

and evaluation. All contractors must undertake an appropriate HSE induction before commencing work. We work with our contractors to develop, implement and maintain an HSE assurance plan, which reviews and monitors how they are managing HSE risks. We undertake an HSE review as part of our contracts governance processes and conduct pre-qualification activities for new contractors to evaluate their safety performance and risks.

## Life Saving Rules

Our Life Saving Rules help keep our people safe. The Rules relate to the highest risk activities in our business, where the smallest deviation from the procedure could result in serious injury or death. They set out clear and simple 'dos' and 'don'ts' to help ensure our people are protected. The rules are embedded in our HSE systems and processes and are mandatory for all employees, contractors and visitors on Origin-controlled sites.

We have also rolled out a set of Life Saving Controls at operational sites across Origin, delivering a consistent set of verification questions that test whether critical controls are in place and working effectively. The controls cover 13 high-risk areas, including road transport, working from heights, falling objects, and working with electricity' and are designed to prevent or mitigate serious injury or death. Sites are required to discuss hazards and controls, implement and verify the controls, and ensure ongoing improvement.

## Process safety

We focus on keeping our equipment and facilities well designed, safely operated and properly maintained. Our equipment, facilities and work practices are subject to detailed hazard identification and risk management processes that are designed to prevent harm to our people, contractors and visitors to our sites.

We seek to eliminate process safety risks associated with the design and technical and operating integrity of Origin assets – including unplanned releases of energy and hazardous substances – and have processes in place to manage these risks throughout an asset's lifecycle.

We share, document, maintain and retain information that is critical for operating and maintaining plants and equipment, and/or to handover during commissioning or shift change.

We align our process safety management practices with recognised international standards. We draw on industry guidance from the IOGP, the Institution of Chemical Engineers Safety Centre, the UK Energy Institute and the American Institute of

Chemical Engineers Center for Chemical Process Safety.

## Improving our health and safety performance

We record, investigate and examine data on trends related to our incidents. We report and learn from indicators measuring past safety performance, and those that focus on future safety performance and continuous improvement.

We publish our key performance measures and material issues in our annual [Sustainability Report](#). Actual serious HSE incidents, HSE learning incidents and total recordable injury frequency rate (TRIFR) data undergoes limited assurance by our external auditor.

Our HSE strategy outlines key focus areas for performance improvement: leadership, the management of our material HSE risks, and learning. We build and monitor our health and safety culture through a range of initiatives that create:

- effective safety leadership;
- operational discipline and compliance;
- open communication at all levels of the organisation;
- environment and climate change awareness; and
- capable and empowered teams.

Cross-business working groups support the oversight and implementation of actions associated with the strategy, with quarterly updates provided to the HSE Executive Committee and the Board.

## HSE committees

HSE committees operate across Origin's sites and major office locations. They provide the basis of an effective consultative framework for employees to be actively involved in the resolution of health, safety and environmental issues at work.

## Learning from incidents

One of the key pillars of our HSE strategy is learning. We have a commitment to learning from internal and external incidents and sharing these learnings across our business and with our business partners. Channels for learning from incidents include weekly team calls led by senior management, technical communities of practice, and HSE learning forums.

## Health and wellbeing

Protecting the health and wellbeing of our people is as important as protecting their safety. Origin employees can access a range of services and resources to help support their mental health and wellbeing. These include our:

- Employee Assistance Program, which offers employees confidential, independent short-term counselling and a range of other services, including legal, financial and career development advice;
- Mental Health and Wellbeing Hub, which provides access to online fitness sessions, expert mental and physical wellbeing webinars, podcasts, factsheets, videos and support information; and
- TouchBase peer support program, which trains employee volunteers to assist and support their colleagues experiencing work-related or personal difficulties. Peer supporters are trained by psychologists to help colleagues by providing confidential, short-term assistance or by referring them to other specialist services (such as our Employee Assistance Program).

We also offer online training that provides employees with an understanding of the importance of mental health and wellbeing and what support options are available to them. The training module is assigned to all new employees and on a periodic basis as a refresher for other employees. In addition, we provide our people managers with mental health awareness training, which aims to equip them with the skills to recognise poor mental health warning signs, start a conversation with affected team members, and recommend appropriate professional resources for crisis support.

We also invest in mental health initiatives in our local communities, recognising the significant impacts that drought, bushfires, and the COVID-19 pandemic have had on the mental health and wellbeing of many Australians.

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Further information about Origin's performance can be found on our website [originenergy.com.au](https://originenergy.com.au)

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