

JUNE 2025

Health and Safety Policy



Introduction

1. This is a Chorus Board approved policy.

Our Approach to Health and Safety (H&S)

2. At Chorus we are committed to taking all reasonably practicable steps to ensure a healthy, safe and secure environment for Chorus people (including employees and contractors) and anyone who is in, or in the vicinity of, Chorus workplaces.
3. We care about Chorus people, anyone impacted by our activities, and are actively focused on a positive and visible health and safety culture supported by our company values and respecting the principle that everyone should be able to go home safe.
4. No business objective will be prioritised over the health or safety of any person.

Our Responsibilities

5. Everyone on any Chorus premises or working on a Chorus activity has a responsibility to keep themselves safe, to actively look out for the safety of others and to speak up early if they have any concerns. This includes:
 - Being responsible for ensuring that nothing we do, or forget to do, causes harm to the health or safety of ourselves or any other person.
 - Following the requirements laid out in our HSMS, in particular those relating to identifying and controlling workplace risks and reducing workplace risks.
 - Participating in, contributing to and speaking up with suggestions for improving our health and safety practices.
 - Recognising and rewarding activity that supports our health and safety culture.
 - Reporting any incidents or risks to H&S due to unsafe behaviour, work conditions or equipment to managers immediately, no matter how trivial it may seem to be at the time.
 - Understanding and implementing our responsibilities as a PCBU to manage overlapping duties by consulting, collaborating and coordinating with our business partners.

Health and Safety Policy

Our Objectives

6. Objectives are developed from Chorus core values and linked to wider organisational objectives. Chorus performance against these objectives will be continually measured and reviewed to assist in achieving continual H&S improvement.
7. Our H&S objectives are:
 - Establish, maintain and promote a strong H&S culture that is supported by:
 - demonstrations of safe behaviour, even when no one is looking
 - Assessing assets, plant and equipment to ensure that it is fit for purpose
 - ensuring safe systems of work and procedures that remove or reduce the risk of harm to people's H&S
 - rewarding and recognising continuous improvement and innovation that leads to safety improvements
 - working together with other businesses or organisations to keep people safe and healthy, to the extent of Chorus' influence and control
 - Validate and improve our H&S performance against established good practice benchmarks.

How We Will Achieve Objectives

8. We will achieve these objectives through:
 - Providing excellent health and safety leadership throughout all of Chorus supported through the provision of appropriate levels of supervision, training and communication to all Chorus people.
 - Collaborating with our business partners to match our commitment to lead and do H&S well, and manage shared H&S risks and overlapping duties.
 - Leveraging our company values to further develop positive and visible H&S culture into our H&S management and practices.
 - Positively encouraging participation by, and actively consulting with, our people on our health and safety management system (HSMS), so we capture everyone's experiences and feedback.
 - Continuously improving our health and safety performance and ensuring our HSMS is regularly reviewed and enhanced.
 - Ensuring the HSMS remains aligned to relevant legislation, regulations, regulator or good practice guidelines, codes of practice and industry standards.
 - Ensuring that the HSMS and processes are designed to reduce harm caused by work.
 - Identifying and controlling workplace risks to H&S (where practicable before something happens) and taking reasonably practicable steps to manage risks to

Health and Safety Policy

H&S.

- Reporting all incidents (including near misses) without delay and ensuring they are appropriately investigated and managed to prevent reoccurrence.
- Ensuring emergency procedures are developed and implemented as appropriate to the workplace and tested at least annually.
- Ensuring opportunities for an early return to work are created to enhance Chorus and worker benefits.
- Including H&S accountabilities in the senior management review process and reviewing their individual performance and responsibilities.

Ownership and Review

Reviewer: Head of Enterprise Business Resilience

Owner: GM Network Operations

Approval: CEO

Signature:



Date: 30/05/2025

Review: June 2027