

Our Health and Safety Policy

A core value is protecting the health and safety of our people and the communities in which we operate.

This Health and Safety Policy (“Policy”) applies to all employees and contractors while at work in Iberdrola Australia’s business or undertaking business related activities. It also applies to visitors to any Iberdrola Australia workplace.

We are all required to take personal responsibility for ensuring a safe and healthy workplace for ourselves and our colleagues.

Importantly, everyone has the right to stop a task that they believe to be unsafe and immediately report it to their manager. This, along with teamwork and commitment, is vital to the success of this Policy.

Iberdrola Group Health and Safety Policy

As a member of the Iberdrola Group (“the Group”), Iberdrola Australia is guided by the Group’s Occupational Health and Safety Policy.

The purpose and basic principles of the Group regarding health and safety translate to the following commitments:

- Integrate occupational health and safety into decisions, business processes and work methods.
- Provide a safe and healthy work environment to prevent injuries and to promote a physical, social and psychosocially safe workplace.
- Meet or exceed legal and other requirements in relation to health and safety.
- Eliminate threats and reduction of risks to health and safety.
- Members of the management team, technicians, employees, contractors (as well as sub-contractors), other workers and visitors, take full ownership of their responsibilities while at work or at our workplace.
- Ensure health and safety is a key agenda item for management and the boardroom.
- Continuously improve our health and safety systems (ISO45001) and promote psychosocial health and safety at work (ISO45003).
- Ensure consultation and participation of workers in workplace safety and health decisions.

Iberdrola Australia's Health and Safety obligations:

- Fulfil WHS obligations and maintain current knowledge.
- Promote a positive safety culture through communication and consultation.
- Prioritize health, safety and wellbeing in all decisions.
- Receive regular WHS reports and conduct onsite risk reviews.
- Ensure consultation among WHS duty-holders.
- Maintain effective risk management systems and conduct regular audits.
- Identify, assess and control risks including psychosocial hazards.
- Close out corrective actions to prevent recurrence.
- Provide resources, training and qualified WHS personnel.

Managers and supervisors are also required to fully implement our health and safety programs and are responsible for ensuring (so far as is reasonably practicable) a safe work environment is provided for all workers under their direct control.

Everyone is obliged to (at a minimum):

- Understand and comply with all WHS obligations, policies, procedures, and instructions, ensuring they maintain up-to-date knowledge of relevant WHS requirements.
- Take reasonable care for their own health and safety and that of others, acting responsibly to prevent harm in the workplace.
- Ensure compliance with Fitness for Work requirements by maintaining a physical and psychological condition that allows all workers to perform their duties safely and without risk to themselves or others.
- Cooperate and consult with WHS duty-holders and promptly report all hazards, incidents, near misses and unsafe conditions in accordance with organisational reporting requirements.
- Ensure they are trained, competent and fit to carry out their duties, and proactively participate in required WHS training to maintain their capability.

This Health and Safety Policy was last amended on 16th July 2026.



Paul Simshauser

CEO

16/07/2026