



# Health, Safety and Wellbeing Policy

## Group Policy Level 1

**Overview:** This Group Policy sets out how we keep our people, partners, customers, and the community safe and well.

**Scope:** This Group Policy applies to all employees, and contractors of Telstra Group Limited ('Telstra'), and its controlled entities (collectively, 'Telstra Group') and to any other person notified that this Group Policy applies to them, unless an exemption has been granted.

In this Group Policy, a reference to 'our' or 'we' is a reference to the Telstra Group unless the context requires otherwise. If country-specific requirements are inconsistent with any part of this Policy, then those laws and local Policy apply instead.

**Application:** This Group Policy applies in all jurisdictions where we operate. Where local law is inconsistent with any provision of this Policy, the requirements of the local law and any local Policies apply in relation to that part.

## Policy Principles

*Our commitment is to your health, safety, and wellbeing through:*

1. Prioritising your mental and physical health, safety, and wellbeing as no job is so important or urgent that it cannot be done safely.
2. Making health, safety, and wellbeing an integral part of everything we do.
3. Maintaining and continuously improving our global health and safety management system, which focuses on identifying hazards and eliminating, or where not reasonably practicable, minimising risk.
4. Establishing relevant and measurable objectives and targets to enable continuous improvement of our overall health and safety performance.
5. Holding all levels of management responsible and accountable for the mental and physical health, safety, and wellbeing of their teams.
6. At a minimum, meeting all applicable health and safety laws, regulations, and standards.
7. Providing contemporary health and wellbeing programs that encourage and promote physical and mental health.
8. Engaging our people, partners and affected parties in active communication and consultation regarding the management of health, safety, and wellbeing.
9. Identifying and implementing control to mitigate the specific risks within our working environments.
10. Implementing a risk-based health and safety assurance framework to monitor the effectiveness of our controls.
11. Providing appropriate information to our contractors, suppliers, and visitors to enable them to make effective decisions regarding their management of health and safety.
12. Enabling our people to bring their best selves to work by providing the tools, resources, and health management support for those seeking to improve their physical or mental health and wellbeing.
13. Supporting our people to remain at, or return to safe, sustainable, and valued work following injury or illness.
14. Working with our injured or ill people to help them through the return-to-work process and to ensure we pay the right compensation to the right person at the right time.

Effective Date: 24<sup>th</sup> February 2023

Policy Owner: Group Executive, Transformation Communications and People

Approval: PGC

**N.B.** This Policy does not form part of any employment contract and Telstra may vary, revoke or replace this Policy from time to time.



*What we expect of our people, partners, contractors, and suppliers:*

15. Care for yourself, your colleagues, supply chain parties, our customers, the community, and anyone that could be impacted by your work.
16. Immediately report any health, safety or wellbeing hazard, risk, or issue to your manager and through the relevant health and safety reporting platform.
17. Understand and follow all health and safety related policies, standards and procedures that apply to your work, and complete all mandatory health and safety training.
18. Help us maintain a healthy, safe, and secure work environment by looking after and taking care of our places of work, vehicles, plant, and equipment.
19. Utilise assurance mechanisms to verify that the health and safety standards, procedures, and ways of working applied by contractors and suppliers are at least equal to those applied by the Telstra Group.

#### **Breach of Policy**

Compliance with this Group Policy will be monitored. If you do not comply with this Group Policy, you could face disciplinary action. This may include termination of your employment or engagement. If you break the law, you may also be personally liable.

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