

**We care about and value the people that work for Essential Energy and the families and businesses that we serve. We will create a healthy and safe work environment by supporting employees to make informed choices at home and at work.**

## **We will achieve this through:**

### **Focusing on what matters**

That is, the health and wellness of employees and eliminating high potential incidents.

### **Engaging and trusting**

Those who do the work - to develop innovative solutions and make informed safety decisions.

### **Empowering employees**

By supporting our teams to do what's right with clear boundaries and simple rules aligned to relevant legislation and standards.

### **Learning for success**

By understanding what helps and hinders 'work as done' rather than focussing only on when things go wrong, to learn, share and improve.

### **Building collaborative partnerships**

With our regulators and suppliers, our contractors and peers to explore opportunities to improve safety.

### **Integrating, improving and simplifying**

Our health, safety and environmental management system so that it is practical and adds value.

### **Creating a sustainable future**

By minimising environmental harm and preventing pollution.

### **Setting safety goals and objectives**

To ensure our workers make it home safe everyday.

A stylized, handwritten signature in black ink, appearing to be the name "John Cleland".

**John Cleland**  
Chief Executive Officer

