



Health and Safety Policy

Overview: This Policy sets out how we keep each other, contractors and the public safe at Telstra Group.

Scope: This Policy applies to all employees and contractors of Telstra and its controlled entities (collectively "Telstra Group") and to any other person notified that this Policy applies to them.

Policy Principles

01. We care about your health and safety and believe in the principle that no job is so important that it cannot be done safely.
02. Our commitment is to provide a safe and healthy workplace through:
 - Making health and safety an integral part of everything we do.
 - Continually developing and maintaining a robust and efficient health and safety management system that is focused on identifying hazards and minimising the associated risk.
 - Providing clear safety performance expectations through setting objectives and targets, and demonstrating active and committed safety leadership in striving to achieve them.
 - Setting clear expectations and accountabilities for fostering a continuous improvement culture that empowers and supports improvements that minimise the risk of harm.
 - Meeting or exceeding all applicable laws, regulations and standards related to the health and safety of our employees, contractors and the public.
 - Communicating, consulting and promoting the active participation of our employees, contractors and other affected parties in the management of their own and others' health and safety.
 - Implementing a risk focused health and safety assurance framework to check our processes remain effective and operating as intended.
 - Providing appropriate education and training of employees, contractors and visitors.
 - Providing rehabilitation programs to support employees who experience a workplace injury.
03. What we expect of employees, contractors and suppliers:
 - Care for yourself, your fellow employees and anyone that could be impacted by your work.
 - Be accountable for communicating and addressing health and safety issues.
 - Ensure you understand and follow all applicable health and safety related policies, standards and procedures that apply to your work.
 - As a supplier, manage health and safety using standards and practices that align and comply with Telstra's.
 - Help us maintain a healthy and safe work environment and look after our places of work, vehicles, plant and equipment.

Breach of Policy

Compliance with this Policy will be monitored. If you don't comply with this 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.

Andrew Penn
Chief Executive Officer
24 January 2018