



Health, Safety and Wellbeing Policy

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

Scope: This policy applies to all employees and contractors of Telstra and its controlled entities (collectively 'Telstra Group') and to any person notified that it applies to them, unless an exemption has been granted. There may be additional country-specific requirements that apply to Telstra Group controlled entities outside of Australia. Country HR and/or Legal services should be contacted for further information. Where any part of this policy is inconsistent with local laws in a relevant jurisdiction, those laws and any local policies designed in compliance with them take precedence in relation to that part

Policy Principles

1. Your health, safety and wellbeing, both mental and physical, is a priority and we believe that no job is so important or urgent that it cannot be done safely.
2. Our commitment is to your health, safety and wellbeing through:
 - a) Making health, safety and wellbeing an integral part of everything we do.
 - b) Maintaining and continuously improving the health and safety management system that is focused on identifying hazards and eliminating, or where it is not possible, minimising any associated risk.
 - c) Establishing relevant and measurable objectives and targets across Telstra to enable continuous improvement of our overall health and safety performance and ongoing reduction in injuries and illness. We demonstrate active and committed safety leadership in striving to achieve them.
 - d) Holding all levels of management responsible and accountable for the mental and physical health, safety and wellbeing of people under their leadership.
 - e) Meeting or exceeding all applicable laws, regulations and standards related to the health and safety of our employees, contractors and the public.
 - f) Providing contemporary health and wellbeing programs and initiatives that encourage and promote physical and mental health.
 - g) Providing appropriate information to visitors as well as education or training to employees and contractors.
 - h) Communicating, consulting and promoting the active participation of our employees, contractors and other affected parties in the management of their own and others' health, safety and wellbeing.
 - i) Implementing a risk-focused health and safety assurance framework to check our processes remain effective and operating as intended.
 - j) Enabling our employees to bring their best selves to work by providing tools, resources and health management support for those seeking help to improve their physical or mental health and wellbeing.
 - k) Supporting our employees remain at or return to safe, sustainable and valued work following injury or illness. Working with our injured or ill employees to help them through the return to work process and to pay the right compensation to the right people at the right time.
 - l) Providing and maintaining a safe and secure work environment and making sure our physical and online behaviours and ways of working keep our network, systems and operations safe and secure.
3. What we expect of employees, contractors, suppliers and partners:
 - a) Care for yourself, your fellow employees and anyone that could be impacted by your work.
 - b) Be accountable for communicating and addressing health and safety issues. Immediately report any threat to health, safety or wellbeing to your manager and through our incident reporting tool (or, for contractors, suppliers and partners, using the method required under your agreement with us).
 - c) 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.
 - d) As a supplier, manage health and safety using standards and practices that align and comply with Telstra's.
 - e) Help us maintain a healthy, safe and secure 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.

A handwritten signature in blue ink that reads "Andrew Penn".

Andrew Penn
Chief Executive Officer

