



# TasNetworks Policy

## Zero Harm (HSEQ) Policy

Version Number 1

June 2014

---

### Overview of this Policy

This Zero Harm Policy applies to all TasNetworks activities and is the guiding document that supports the Zero Harm strategy. It is the principal document of the Health, Safety, Environment and Quality (HSEQ) Integrated Management System.

---

## 1. Introduction and purpose

This Zero Harm Policy sets the guiding principles for TasNetworks' health, safety, environment and quality (HSEQ) management. It communicates responsibility and expectations that set the culture for a strong health, safety and environment culture by raising awareness and focused on behaviours to continually improve the way we work.

The purpose of this Zero Harm Policy is to:

- Support compliance with all relevant health, safety and environmental laws, including the *Work Health and Safety Act 2012* and the *Environmental Management and Pollution Control Act 1994*, and other relevant health, safety and environmental requirements,
- Meet the requirements to maintain external certification of the integrated HSEQ management system by ensuring compliance with the Australian and international standards AS/NZS4801:2001 Occupational health and safety management systems, AS/NZS ISO 14001:2004 Environmental Management Systems and AS/NZS ISO 9001: 2008 Quality Management Systems.
- Create the vision of what we want to achieve – Zero Harm.
- Clearly communicate individual team member's responsibilities and joint responsibilities.
- Communicate TasNetworks' commitment to supporting team members to achieve zero harm.
- Provide consistency with TasNetworks' vision, purpose, strategic focus; and
- Describe the consequences of breaching the Zero Harm Policy so that they may be resolved consistently across the business.

Achieving Zero Harm is a key part of enabling TasNetworks to deliver our vision to be trusted by our customers to deliver today and create a better tomorrow.

## 2. Scope

This Zero Harm Policy applies to all TasNetworks activities and extends to all legal entities, team members and contractors undertaking duties on behalf of TasNetworks. It applies during all working hours.

All team members and contractors must comply with this Policy.

Where other TasNetworks or Contractor documentation indicates a different standard to that described here, the higher standard shall apply.

## 3. Policy revision

To ensure this Zero Harm Policy remains suitable and relevant to the business, it will be reviewed on a biennial basis or when there is a significant change to the business that impacts this Zero Harm Policy.

This Zero Harm Policy will remain in force until notification is issued of the Zero Harm Policy being superseded by an appropriately approved new version.

## 4. Policy detail

The Zero Harm Policy statement is attached at the end of this document.

## 5. Key stakeholder and responsibilities

### TasNetworks Board

- Approve this Zero Harm Policy.
- Safely intervene if a breach of this Zero Harm Policy is observed and take corrective action.

### Chief Executive Officer

- Approve this Zero Harm Policy.
- Safely intervene if a breach of this Zero Harm Policy is observed and take corrective action.
- Launch this Zero Harm Policy and subsequent revisions, to ensure the Zero Harm Policy is clearly communicated across the business.

### Health, Safety, Environment & Technical Competence Group Leader

- Ensure this Zero Harm Policy is documented, implemented and maintained.
- Complete a periodic review of this Zero Harm Policy, with recommendations for any changes to be presented to the CEO for approval.
- Ensuring that this Zero Harm Policy is communicated, applied across the business and is externally available.
- Monitor and report adherence to this Zero Harm Policy.
- Safely intervene if a breach of this Zero Harm Policy is observed and take corrective action.

### Leaders

- Ensure that this Zero Harm Policy is communicated and applied across their area of the business.
- Safely intervene if a breach of this Zero Harm Policy is observed and take corrective action.
- Apply appropriate and consistent performance management processes where breaches are identified.

### Team Members & Contractors

- Understand, adhere to and apply this Zero Harm Policy.
- Safely intervene if a breach of this Zero Harm Policy is observed and take corrective action.

## 6. Whistleblowing

If an individual is concerned about consequences associated with reporting a serious breach of this Policy, that individual should refer to the Public Interest Disclosures (“Whistleblowers”) Policy and Procedure available on TasNetworks’ Intranet.

## 7. Compliance Statement

Non compliance with this Zero Harm Policy will be dealt with in accordance with TasNetworks performance management process and may result in dismissal.

## 8. References

- *Work Health and Safety Act 2012*
- *Environmental Management and Pollution Control Act 1994*
- AS/NZS4801:2001 Occupational Health and Safety Management Systems
- AS/NZS ISO 14001:2004 Environmental Management Systems
- AS/NZS ISO 9001: 2008 Quality Management Systems
- TasNetworks Public Interest Disclosure Act Procedures (Whistleblowers)
- TasNetworks Performance Management Process

## 9. Contact for enquiries (policy custodian)


Chris Arnold

Health, Safety, Environment & Technical Competence Group Leader

Phone: 0439 534 501

Email: [chris.arnold@tasnetworks.com.au](mailto:chris.arnold@tasnetworks.com.au)

## 10. Authorisations

Action	Name	Date	Signature
Prepared by	Chris Arnold		
Reviewed by	Natasha Brown	30.06.2014	
Authorised by	Lance Balcombe		
Review cycle	Biennial		

## 11. Document Control

Date	Version	Description	Author	Approved by
10 June 2014	0.1	For approval	Chris Arnold	
20 June 2014	1.0	Version for approval	Chris Arnold	Board

# Zero Harm Policy

## Health, Safety, Environment and Quality



TasNetworks delivers electricity and telecommunication network services, creating value for our customers, our owners and the community.

Zero Harm is about looking after ourselves, our workmates, our contractors, the community and the environment at all times. It is about raising awareness and focusing on behaviours to continually improve the way we work at TasNetworks.

This Zero Harm Policy applies to all TasNetworks activities. Our team members and contractors must comply with this policy and will be motivated, resourced, and trained to follow this policy and associated standards and procedures.

Our Zero Harm goals are:

- No harm to our people and the public.
- Minimising our impact on the environment.

We will actively engage and consult with our people, our customers and other relevant stakeholders to achieve Zero Harm. Achieving Zero Harm requires ongoing and unwavering commitment from all TasNetworks team members and contractors.

This commitment means you are responsible for:

- working safely – demonstrating a strong safety culture and positively intervening in at-risk situations;
- working in accordance with the law and other requirements; and
- demonstrating care for the environment in the way you work.

To achieve this commitment, together we will:

- carefully plan and manage our impacts, proactively identify and manage risks so far as is reasonably practicable to prevent harm;
- intervene, delay or stop activities that have the potential to cause injury, ill health or adverse environmental impacts, including pollution, until effective controls are in place;
- actively encourage each other to improve health, safety, general wellbeing and fitness and ensure employees are supported when injured or ill, regardless of whether the injury or illness occurred at work or at home;
- ensure our team members are trained, authorised and competent to undertake their work activities;
- seek out, identify and implement opportunities that create value by integrating sustainability principles into our activities, using resources efficiently, minimising waste and physical impacts;
- take responsibility for the quality of our work and participate in achieving quality outcomes for our customers;
- actively report all health, safety and environmental incidents or concerns, including near-hits, and recommend solutions to health, safety, environment and quality issues; and
- set and regularly review health, safety, environment and quality objectives and targets to achieve continual improvement, monitor performance and recognise and reward achievements.

Our standards and procedures are designed to follow best practice codes and support compliance with the law.

We manage health, safety, environment and some key business processes within a quality framework. We will not compromise on Zero Harm while working to meet our customers' needs and delivering quality outcomes.

Lance Balcombe  
Chief Executive Officer

Dr Dan Norton AO  
Chairman

This policy forms part of TasNetworks' integrated health, safety, environment and quality management system, which is maintained and externally certified in accordance with Australian and international standards (AS/NZS4801:2001, AS/NZS ISO 14001:2004 and AS/NZS ISO 9001:2008). July 2014

