

Safety, health and wellbeing management approach



We are committed to preventing injuries and working to keep our people, environment and communities safe.

One of our core values is caring about our impact – on each other, the environment and the communities in which we operate.

We aim to ensure that everyone at Origin is mindful of health and safety risks, empowered to manage them, and accountable for doing so. We focus on continually learning about and improving the way we work. Our systems of work require personal job safety assessments, permit-to-work systems, correct tool selection, supervision task assessments, and continual training to ensure a competent workforce. All contractors to Origin's business activities are covered by the same safety requirements and processes as Origin personnel.

Our people are supported by our Authority to Stop Unsafe Operations, which is endorsed by our Executive Leadership Team and Board. This means everyone at Origin is encouraged and empowered to stop any activity they find unsafe and to conduct our business in a way that causes no harm to the health and safety of people and has no unforeseen impacts on the environment.

All activities must be covered by an emergency response plan identified through risk management processes. These

plans include protocols for identifying and communicating with internal and external stakeholders.

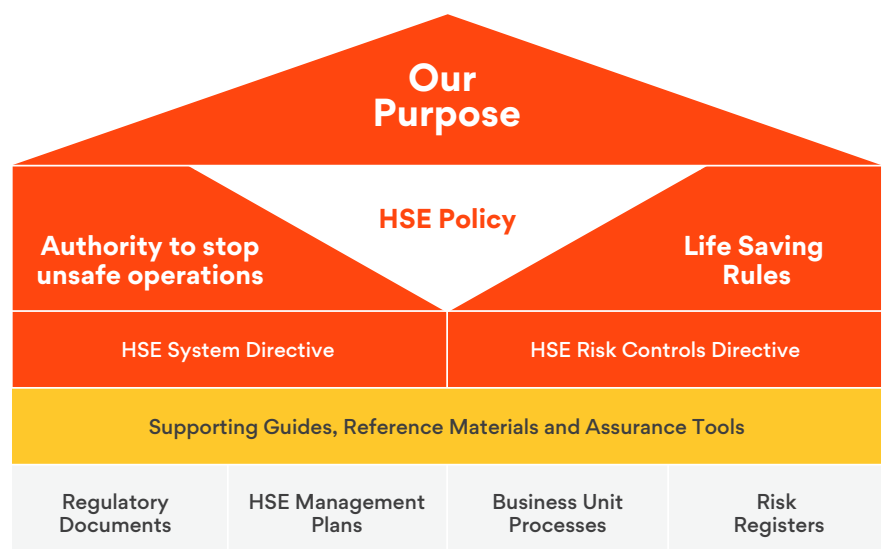
Health, safety and environment risk management and governance

We expect our people to comply with all relevant health and safety regulations, codes and standards, supported by our systems and processes.

Our health, safety and environment (HSE) management system mandates the minimum performance-based outcomes for the management of HSE risks and/or impacts. It aligns with international standards ISO 14001, which specifies requirements for environmental management systems; ISO 45001, for health and safety at work; and ISO 45003, for managing psychological health in the workplace.

Our Health Safety and Environment Policy describes how we consider, plan and manage HSE risks and initiatives across our business. Our Code of Conduct sets out our expectations in relation to HSE, covering topics such as workplace health and safety, and environmental responsibility.

Our HSE management system



Everyone at Origin receives HSE management system training as part of our mandatory Code of Conduct training. This must be completed within 90 days for new starters, and every two years thereafter.

We manage health and safety risks associated with our operations and activities by aligning with the appropriate Australian standards, international standards, and codes of practice for occupational health and safety management. We also draw on industry guidance from the International Association of Oil & Gas Producers (IOGP), Safer Together, the National Road Safety Partnership Program and other similar industry bodies.

We assess all work activities with potential HSE risks and/or impacts and aim to minimise any identifiable risks by using our hierarchy of controls, including substituting a hazard, isolating a hazard, and/or implementing engineering controls.

Our field verification activities, such as Life Saving Control observations, assurance programs and audits, test the effectiveness of the management system and the operational discipline with which it is implemented.

Board and Executive oversight

The Board oversees health and safety matters, including key health and safety risks and/or impacts arising from the activities and operations of Origin (and our related companies). The Board Safety and Sustainability Committee supports and provides advice to the Board in relation to health and safety matters.

The Executive HSE Committee meets quarterly and supports the Executive Leadership Team in monitoring and managing operational risks, including safety and process safety matters. Our HSE performance is reported quarterly to the Executive HSE Committee and the Board Safety and Sustainability Committee.

HSE committees

HSE committees operate across Origin's sites and major office locations as required. They provide the basis for an effective consultation framework for employees affected by HSE matters with an opportunity to contribute views, opinions and feedback, and to be actively involved in resolving HSE issues at work.

Life Saving Rules and Controls

Our Life Saving Rules help keep our people safe. The rules relate to the highest risk activities in our business and set out clear and simple 'dos' and 'don'ts' to help ensure our people are protected. The rules are embedded in our HSE systems and processes and are mandatory for all employees, contractors and visitors on Origin-controlled sites.

Our Life Saving Controls deliver a consistent set of verification questions that test whether critical controls are in place at operational sites and working effectively. The controls cover 10 high-risk areas, including road transport, working from heights, falling objects and working with electricity and they are designed to prevent or mitigate serious injury or death. Sites are required to discuss hazards and controls, implement and verify the controls, and ensure ongoing improvement.

Process safety

We focus on keeping our equipment and facilities well designed, safely operated and properly maintained. Our equipment, facilities and work practices are subject to detailed hazard identification and risk management processes that are designed to prevent harm to our people, contractors and visitors to our sites.

We seek to eliminate process safety risks associated with the design and the technical and operating integrity of Origin assets, including unplanned releases of energy and hazardous substances. We also have processes in place to manage these risks throughout an asset's lifecycle.

We seek to share, document, maintain and retain information that is critical for operating and maintaining plants and equipment, and/or handover this information during commissioning or shift change.

We seek to align our process safety management practices with recognised international standards. Where applicable, we draw on industry guidance from the IOGP, the Institution of Chemical Engineers Safety Centre, the UK Energy Institute and the American Institute of Chemical Engineers Center for Chemical Process Safety.

Wellbeing

Protecting the wellbeing of our people is as important as protecting their safety. Origin employees can access a range of services and resources to help support their mental health and wellbeing. These include our:

- **Employee Assistance Program**, which offers employees confidential, independent short-term counselling as well as legal, financial and career development advice;
- **Health and Wellbeing Hub**, which provides access to expert mental and physical wellbeing webinars, podcasts, factsheets, videos and support information; and
- **TouchBase peer support program**, which trains employee volunteers to assist and support their colleagues experiencing work-related or personal difficulties. Peer supporters are trained by psychologists to help colleagues by providing confidential, short-term assistance or by referring them to other specialist services (such as our Employee Assistance Program).

We also offer training that gives employees an understanding of the importance of mental health and wellbeing and the support available to them. In addition, we provide our people managers with mental health awareness training, which aims to equip them with the skills to recognise poor mental health warning signs, start a conversation with an affected team member, and recommend appropriate professional resources for crisis support.

We also invest in mental health initiatives in our local communities, recognising the significant impacts that drought, floods, bushfires and cost-of-living pressures have had on the mental health and wellbeing of many Australians.

Contractors

We have established processes to ensure the safe and reliable engagement of contractors, covering areas such as onsite registration, training, induction, monitoring and evaluation.

We undertake HSE reviews as part of our contracts governance processes to evaluate their safety performance and risks. We work with our contractors to develop, implement and maintain an HSE assurance plan, which reviews and monitors how they are managing HSE risks.

All contractors must undertake an appropriate HSE induction before starting work on our sites. Topics covered include HSE responsibilities; Origin's Life Saving Rules and Authority to Stop Unsafe Operations; potential hazards, and associated risks and controls; community and cultural heritage; reporting hazards, risks and incidents; communication and consultation methods; relevant processes; and emergency response procedures.

Improving our performance

Our approach to health and safety is built on continuous learning. We aim to foster a culture where everyone at Origin shares their learnings, observations and concerns, as well as their innovations and successes. We are committed to learning from internal and external incidents and share our learnings across our business and with our business partners through channels such as weekly team calls led by senior management, technical communities of practice, and HSE learning forums.

We publish our key performance measures and material topics in our annual Sustainability Report. Data on actual serious HSE incidents, HSE learning incidents, and our Total Recordable Injury Frequency Rate undergoes limited assurance by our external auditor every three years.

Our HSE strategy outlines key focus areas for performance improvement: leadership, management of our material HSE risks and learning. Updates on the delivery of the HSE strategy are provided to the Executive HSE Committee and the Board.

Released August 2023



Further information about Origin's performance can be found on our website originenergy.com.au
