

# AGL HSE Target Zero– Updated 3-year plan (FY19-21)

## AGL Strategic Imperatives



### Growth

Accelerate growth to meet evolving customer needs



### Transformation

Reposition, refresh and reinvigorate AGL



### Social Licence

Meet and exceed rising community expectations

## Our Key Pillars



### Visible Leadership



### Fundamental Risk management



### Simple Systems

## FY20 Priorities

- HSE Leadership Program
- Phase 2 – Critical Control Checks
- Facilitate a psychologically healthy workplace

- Serious Impact & Fatalities (SIF) program
- Phase 2 -HSE Contractor Management
- Implement proactive emissions and environmental action management plans that stay ahead of regulations, with no increase in emissions intensity

- Phase 2 - Safe System of Work (SSOW)
- Incident management, escalation and investigation program

## Success for AGL in 3 years looks like...

- Demonstrated leadership capability in Health, Safety & the Environment
- Target zero impact to our people physically & psychologically

- Recognised as leaders in the prevention of SIF incidents
- Compliance with environmental licenses and regulations, with no increase in emissions intensity

- Safe, simple and efficient systems implemented to control high risk exposure activities

## Strategic Pillar Metrics




- ELT Critical Control Checks completed
- Better Mental Health Training completed for new employees

- Standard lagging indicator suite
- SIF Metric
- Itinerant contractors covered by Authority to Mobilise
- FY20 Emissions baseline determination

- Critical Control Verifications Completed

# FY20 Strategic Action Plan



Strategic Pillar	FY20 Actions	Expected Completion Date	Status
 <b>Visible Leadership</b>	<b>Phase 2 - Critical Control Checks (CCCs)</b> <ul style="list-style-type: none"> <li>Design and build enhanced CCC app</li> <li>Data analytics process developed to assess quality and exposure from CCC's</li> </ul>	30 Mar 20 30 Jun 20	☑
	<b>HSE Leadership Program</b> <ul style="list-style-type: none"> <li>Develop, pilot and implement phase 1 of a leader-lead HSE leadership program</li> </ul>	30 Jun 20	🔄
	<b>Facilitate a Psychologically Healthy Workplace</b> <ul style="list-style-type: none"> <li>Better Mental Health training for leaders completed for 70% of new leaders</li> <li>Psychological risk profile completed for each Business Unit</li> <li>Incorporate reporting process for psychological safety into MyHSE</li> </ul>	30 Jun 20 30 Jun 20 30 Mar 20	☑
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	<b>Fundamental Risk Management</b> 	<b>Serious Injuries and Fatalities (SIF) Program</b> <ul style="list-style-type: none"> <li>Complete phase 1 and 2 of the DEKRA engagement (SIF prevention)</li> </ul>	30 Jun 20
	<b>Phase 2 - HSE Contractor Management</b> <ul style="list-style-type: none"> <li>Authority to Mobilise applied to 70% of applicable itinerant contractors</li> <li>Phase 1 implementation of the Contractor Management Roadmap and associated tools enterprise-wide</li> </ul>	30 Jun 20 30 Jun 20	☑
	<b>Emissions Reduction Program</b> <ul style="list-style-type: none"> <li>Complete stage 1 and 2 of air emissions reduction</li> </ul>	30 Jun 20	🔄
	<b>Environmental Compliance Uplift Program</b> <ul style="list-style-type: none"> <li>Complete stage 1 and 2 and begin stage 3 of the compliance uplift program</li> </ul>	30 Jun 20	🔄
<b>Simple Systems</b> 	<b>Phase 2 - Safe System of Work (SSoW)</b> <ul style="list-style-type: none"> <li>Business Unit SSoW Phase 2 implementation completed to plan with benefits recorded and validated</li> </ul>	30 Jun 20	☑
	<b>AGL Incident Management Process Review</b> <ul style="list-style-type: none"> <li>Complete a review and update of the AGL Incident Management process</li> </ul>	30 Dec 19	☑



On track/Ongoing



In Progress



Off Track

# HSE Target Zero Scorecard



	Measure	FY19 Baseline	FY20 Target	FY22 Target	Current Performance		Commentary
Lagging Indicators	TIFR (combined)	3.6	3.4	3.1	3.5	!	Target based on 5% improvement year on year
	High potential (HP) to recordable incident ratio	0.9:1	1.0:1	2:1	1.3:1	✓	Target based on industry standards
	Environmental Regulatory Reportable	12	12	10	5	!	Targets based on future regulatory landscape
Leading indicators	Critical Control Checks	5,035	5,287	5,829	3,187	🔄	Target based on 5% improvement year on year
	ELT Critical Control Checks	96%	100%	100%	98%	✓	Target based on 1 CCC conducted per quarter, as specified in all PDRs
Developing Metrics	Better Mental Health training	N/A	70% New Employees	80% New Employees	TBA	✓	
	Itinerant Contractors covered by Authority to Mobilise	N/A	70%	80%	TBA	🔄	Monitoring commences Q3 FY20
	Critical Control Verifications	N/A	16	32	0	🔄	Target based on 1 completed per quarter by HSE BPs, beginning Q3
	SIF Metric	N/A	TBD	TBD	TBA	🔄	



On track/Ongoing



In Progress



Off Track