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
Visible Leadership	**Phase 2 - Critical Control Checks (CCCs)** • Design and build enhanced CCC app • Data analytics process developed to assess quality and exposure from CCC's	30 Mar 20 30 Jun 20	✓
	HSE Leadership Program • Develop, pilot and implement phase 1 of a leader-lead HSE leadership program	30 Jun 20	◯
	Facilitate a Psychologically Healthy Workplace • Better Mental Health training for leaders completed for 70% of new leaders • Psychological risk profile completed for each Business Unit • Incorporate reporting process for psychological safety into MyHSE	30 Jun 20 30 Jun 20 30 Mar 20	✓
Fundamental Risk Management	**Serious Injuries and Fatalities (SIF) Program** • Complete phase 1 and 2 of the DEKRA engagement (SIF prevention)	30 Jun 20	✓
	Phase 2 - HSE Contractor Management • Authority to Mobilise applied to 70% of applicable itinerant contractors • Phase 1 implementation of the Contractor Management Roadmap and associated tools enterprise-wide	30 Jun 20 30 Jun 20	✓
	Emissions Reduction Program • Complete stage 1 and 2 of air emissions reduction	30 Jun 20	◯
	Environmental Compliance Uplift Program • Complete stage 1 and 2 and begin stage 3 of the compliance uplift program	30 Jun 20	◯
Simple Systems	**Phase 2 - Safe System of Work (SSoW)** • Business Unit SSoW Phase 2 implementation completed to plan with benefits recorded and validated	30 Jun 20	✓
	AGL Incident Management Process Review • Complete a review and update of the AGL Incident Management process	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