



Policy no. 014

Version no 001 dated 28/01/2024

Subject: IMS Policy

Application Areas

Perimeter: *Australia*

Prepared By: *HSEQ & Sustainability*

Collaborator: *-*

Authoriser: *Board of Directors*

Applies to: *All Units*

Contents

1.	DOCUMENT AIMS AND APPLICATION	2
2.	DOCUMENT VERSION MANAGEMENT	2
3.	UNITS IN CHARGE OF THE DOCUMENT	2
4.	REFERENCES	2
5.	ORGANISATIONAL PROCESS POSITION IN THE PROCESS TAXONOMY	3
6.	DEFINITION AND ACRONYMS (In Alphabetical Order)	3
7.	IMS COMMITMENT	3

1. DOCUMENT AIMS AND APPLICATION

This document defines Potentia Energy Group's Integrated Management System policy within Potentia Energy.

This policy shall be implemented and applied to the extent possible within Potentia Energy Group and in compliance with any applicable laws, regulations, and governance rules, including any stock exchange and unbundling-relevant provisions, which in any case prevail over the provisions contained in this document.

This document shall require a formal review every 3 years, or earlier if determined by the business to achieve continuous improvement.

2. DOCUMENT VERSION MANAGEMENT

Version	Data	Main changes description
1	[28/01/2024]	New policy (Replaces Enel IMS Policy)

3. UNITS IN CHARGE OF THE DOCUMENT

Process Owner responsible for drawing up the document: HSEQ&S

Responsible for authorizing the document: Board of Directors

4. REFERENCES

- Stop Work Policy
- Audit and Non-conformity, Corrective Actions Management Policy
- Anti-bribery Policy
- Human Right Policy
- Code of Ethics
- Zero Corruption Tolerance Plan
- Compliance Program

List of documents issued by external organisations (laws, guidelines, regulations):

- * ISO 9001:2015 Quality Management System – Requirements.
- * ISO 14001:2015 Environmental management systems - Requirements with guidance for use.
- * ISO 45001:2018 Occupational health and safety management systems – Requirements.
- * ISO 37001:2016 Anti-bribery management systems – Requirements with guidance for use.

5. ORGANISATIONAL PROCESS POSITION IN THE PROCESS TAXONOMY

Business Unit(s) this applies to: All units

Macro Process: IMS

6. DEFINITION AND ACRONYMS (In Alphabetical Order)

Acronym and Key words	Description
HSEQ&S	Health, Safety, Environment, Quality and Sustainability
IMS	Integrated Management System
ISO	International Organisation for Standardization
Potentia Energy	Means Potentia Energy Group Pty Ltd

7. IMS COMMITMENT

Potentia Energy's IMS policy reflects our commitment to health, safety, quality, and the environment. With the implementation of an Integrated Management System, compliant with the international standards ISO 9001, ISO 14001, and ISO 45001, Potentia Energy manages risk systematically in relation to its employees, contractors and customers.

In this policy, Potentia Energy commits to:

- Providing **safe** and **healthy** working conditions for the prevention of work-related injury and ill health, by achieving the following **objectives**:
 - **Consulting with workers** on work, health and safety matters and ways to identify, assess and control workplace hazards.
 - Providing instruction, training, and coaching to improve awareness and sense of responsibility, and adopt safe and compliant behavior.

- **Applying appropriate controls to eliminate or mitigate hazards** as far as is reasonably practicable when developing, constructing, operating and maintaining
- power plants and selling electricity, applying the **hierarchy of controls** in accordance with applicable WHS legislation, codes of practice and standards.
- Establishing, implementing and maintaining a process to **control the procurement of products and services** in order to ensure their conformity to it's WHS objectives
- Continually improving the IMS management system by applying a “plan, do, check, act” methodology, which shall include evaluation of performance metrics by Top Management in relation to WHS performance
- Providing an **Environmentally Compliant** workplace, by achieving the following **objectives**:
 - Providing instruction, training, and coaching to improve awareness and sense of responsibility, and adopt environmentally compliant behavior.
 - Applying appropriate controls to eliminate or mitigate environmental impact as far as is reasonably practicable when developing, constructing, operating and maintaining power plants and selling electricity, applying all controls required under applicable Environmental legislation.
 - Continually improving the IMS management system by applying a “plan, do, check, act” methodology, which shall include evaluation of performance metrics by Top Management in relation to Environmental performance
- **Protecting the Environment** within its operations, though:
 - **Preventing Pollution**
 - **Sustainable Resource Use**
 - **Protection of Biodiversity**
- **Customer-Focused Quality Management**, by achieving the following **objectives**:
 - Provision of adequate resources to provide timely responses to customers.
 - Ensuring adequate monitoring of customer deliverables (specifically, monitoring of generational power plants) so that feedback to customers is accurate.
 - Time-appropriate collection of feedback from customers, subsequent logging of feedback and the timely implementation of actions to rectify non-conformance issues highlighted via customer feedback channels.



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The performance of the IMS shall be audited at regular intervals, at a frequency that is balanced with the identified risks of Potentia Energy, and historical performance of the business in terms of previous audit outcomes, and other findings (both positive and negative).

Potentia Energy shall act on the results of IMS-related outcomes and continue to review and update the IMS as is necessary to remain relevant to the markets in which Potentia Energy operates.

Specific and measurable objectives for the IMS shall be defined annually (or more frequently if the objectives of the business change) and the performance in relation to achieving the objectives shall be ensured through monitoring. Where relevant, results in relation to the IMS of Potentia Energy shall be reported to the internal business units where applicable, Chief Executive Officer, and the board of directors of Potentia Energy.