

Strategy

Health, Safety &
Environment

2025

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WEM.COM.AU/SCAPE

2027

A Message from our CEO

“We are excited to launch our new health, safety and environment strategy that supports us in preserving our values and culture whilst discovering new and better ways of working together.

WEM has a proud history of creating a better future for the communities we serve.

The safety of our people and our partners, whilst caring for the environment is at the heart of everything we do.”

- MICHAEL RAGG



Our New HSE Vision



— We plan with
purpose.

We build with
care.

We go home —
safe and well.

Our Five HSE Strategic Pillars



Critical Risk

We continuously improve how we understand and manage our most critical risks.



Delivery Partner Connection

We build strong partnerships through a shared priority of safety and environmental care.



Sustainable Development

We deliver and demonstrate actions, initiatives and behaviors that continue to build our sustainability maturity.



Maturing Risk and Assurance

We apply an analytical and collaborative problem-solving approach to risk management and assurance.



Enabling Systems

We develop and deploy contemporary solutions to enable our people.

Values & Leadership

Our Strategic Pillars are underpinned by our aligned visible leadership and values of Team, Trust, Customer First and Legacy



Critical Risk

We continuously improve how we understand and manage our most critical risks.

INITIATIVE	BENEFIT
Critical Risk Essentials	Greater focus and understanding of our critical risk allows for improved performance and critical control monitoring.
Critical Risk Assurance	Keeping our finger on the pulse with our critical risks is paramount. These deep dive assurance activities provide a whole of business view to our critical risk performance.
Top Risk Program	As an outcome of risk profiling, 'Key Risk Working Groups' will socially problem solve our biggest risks through teamwork and collaboration.





Delivery Partner Connection

We build strong partnerships through a shared priority of safety and environmental care.

INITIATIVE

BENEFIT

Delivery Partner Framework

By being an 'Active Client', we get the balance right with how we select, evaluate and partner with our contractor workforce.

Webinar Program

Tapping into existing and proven communication methods, this is all about knowledge transfer and being informed, whether it be incident learnings, new information or project success learnings—for WEM and our partners.

Partnership Forums

We drive improved performance for all by setting clear standards and accountability, monitor collaboratively and foster an environment of transparency and knowledge sharing.





Sustainable Development

We deliver and demonstrate actions, initiatives and behaviours that continue to build our sustainability maturity.

INITIATIVE

BENEFIT

Sustainability Framework

We create sustainability contributions to our partners and communities through optimising our operations and discovering new and better ways of working.

Sustainability Maturity

Using recognised sustainability maturity models allows us to measure, improve and concisely demonstrate our progress towards our sustainability goals and shared values with our partners.





Maturing Risk & Assurance

We apply an analytical and collaborative problem-solving approach to risk management and assurance.

INITIATIVE

BENEFIT

HSE Risk Register and Profile

Applying a tiered and approach to HSE risk management allows for continuous improvement and proportionate allocation of efforts and resources.

HSE Risk Management Framework

Identifying the key threats and opportunities against our business objectives is key to inform well thought out treatment plans and proactive initiatives.

Core Process Governance Assurance

Keeping our finger on the pulse with our most impactful core processes is vital for improving outcomes, culture, maturity and performance.





Enabling Systems

We develop and deploy contemporary solutions to enable our people.

INITIATIVE

BENEFIT

Digital and Visual SWMS

Through digital and visual solutions we can further improve our ability to provide effective information and verify its understanding.

HSEMS Framework and Refresh

Continuing to mature our management systems will give our people the tools to plan, deliver and review work and risks better. Our informed risk profile will help us priorities our efforts on what matters most.

HSE Leadership KPI Matrix

Continuing to mature our management systems will give our people the tools to plan, deliver and review work and risks better. Our informed risk profile will help us priorities our efforts on what matters most.



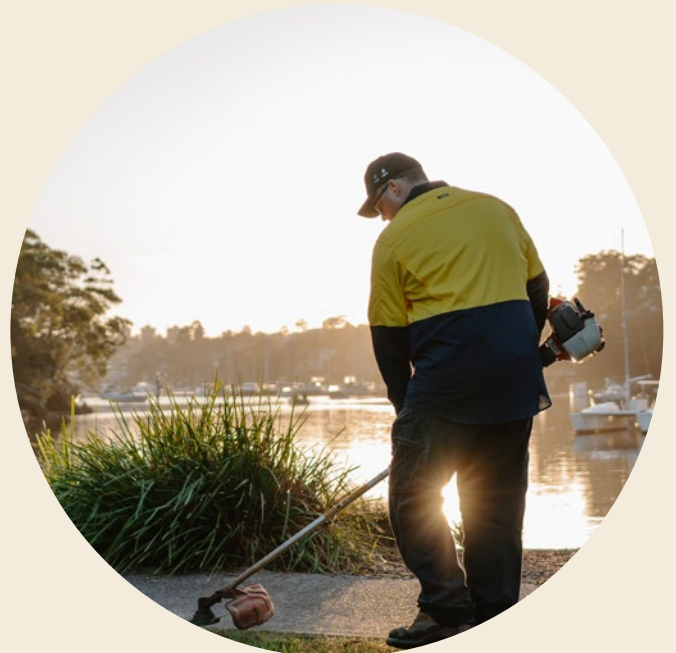
Want to Know More?

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