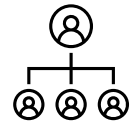


The importance of a strong safety culture

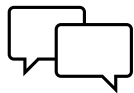
A strong workplace health and safety culture is fundamental to the safe and sustainable development of Australia's offshore renewables industry. A positive safety culture supports the effective management of risks associated with offshore infrastructure activities and contributes to safer workplaces, stronger operational performance and improved outcomes for workers, industry and the broader community.

The offshore renewables industry operates in challenging environments characterised by complex marine operations, remote worksites, dynamic weather conditions and multiple duty holders working across the project lifecycle. In these circumstances, compliance with legislative requirements and documented management systems alone is not sufficient to achieve safe outcomes. A strong safety culture is demonstrated when safety is genuinely valued and embedded into everyday decision-making, planning and operational activities.

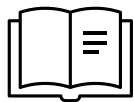
From a regulatory perspective, a positive safety culture is reflected in the attitudes, behaviours and commitment shown by leaders, workers and organisations towards identifying hazards, managing risks and continuously improving safety performance. It is evident when organisations actively seek to understand their risks, implement appropriate controls and promote open communication about safety concerns without fear of reprisal.



Effective leadership is a cornerstone of a strong safety culture. The OIR expects leaders to demonstrate visible and sustained commitment to health and safety, setting clear expectations that the protection of workers is a core organisational value. When leaders prioritise safety, allocate appropriate resources and lead by example, they help foster trust, accountability and a shared sense of responsibility throughout their organisations and supply chains.



Meaningful worker participation is equally important. Workers often have firsthand knowledge of operational risks and play a critical role in identifying hazards and opportunities for improvement. Organisations with strong safety cultures encourage workers to speak up, report concerns, contribute to safety discussions and participate in the development and review of risk controls. This engagement supports better decision-making and strengthens an organisation's ability to manage emerging risks.



As a developing industry in Australia, offshore renewable energy also has a unique opportunity to establish strong safety foundations from the outset. The OIR encourages duty holders to learn from both domestic experience and the considerable body of knowledge developed by mature offshore renewables industries internationally. A commitment to learning from incidents, near misses and operational experience is essential for improving systems, strengthening controls and preventing future harm.



Psychological health and wellbeing of the offshore workforce is also of paramount importance. Offshore work can present challenges associated with remote work environments, extended rosters, fatigue and time away from family and support networks. A mature safety culture supports both physical and psychological safety by fostering respectful workplaces where workers feel supported, included and empowered to raise concerns.



Strong safety cultures deliver benefits beyond regulatory compliance. Organisations that effectively integrate health and safety into their business practices are often better positioned to manage operational risks, maintain workforce capability, improve productivity and deliver projects safely and efficiently. These outcomes contribute to the long-term success of individual projects and support public confidence in Australia's offshore renewables industry.