

**Interflow**<sup>®</sup>

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# Health, Safety and Environment

## Hudson Maturity Model



At Interflow, safety is one of the pillars that underpins everything we do. We are committed to continual improvement in the way we manage our Operations, Environmental and Safety obligations.



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Truly understanding Interflow's Health, Safety and Environment (HSE) maturity is complex due to our dynamic nature, current and predicted business growth along with our wide and diverse geographical locations that we operate in.

Knowledge and confidence in Interflow's level of maturity will aid leaders in understanding the relationships between HSE culture, strategy and performance.

Professor Patrick Hudson has been widely acknowledged for the development of the Hudson HSE Risk Maturity Model which has evolved into a framework for mapping health, safety and environmental parameters for assessing and influencing organisational strategy.

The Hudson HSE Risk Maturity Model was first used as a diagnostic tool within Interflow during the majority of 2019, to aid extensive baseline data generation, and as a means to develop a HSE culture performance target.

Interflow's 2020 baseline position on the model is 'Calculative' with the HSE culture performance target set as achieving a 'Proactive' position on the model by the end of 2022. It is recognised that targeting a 'Proactive' HSE culture leads to increased productivity and improved employee engagement through a reduction in injuries, incidents, complex processes and barriers that make safe and sustainable work difficult.

To achieve this positive shift, Interflow has a HSE Strategy and suite of strategic deliverables aligned to strengthening opportunities identified through baseline diagnostic data, aiding risk reduction in the HSE Risk profile and supporting current and future business needs.

The Hudson Model will be utilised for the duration of the HSE strategy to ensure work plans remain relevant and to assess the ongoing HSE maturity of Interflow. The Water Services Association of Australia (WSAA) has a drafted Health and Safety Maturity Model which will also be used to establish a baseline for Interflow during 2020 and will be utilised for ongoing maturity assessment.

Figure 1: Hudson HSE Risk Maturity Model

