

## HEALTH AND SAFETY POLICY

RDS is committed to providing a safe workplace through promoting and maintaining a safe system of work whilst improving safe working conditions for company employees, associates, surrounding communities and the general public at all times.

To deliver on this commitment, RDS will:

- Commit to provide a safe working environment for all employees, contractors, visitors, clients and the public;
- Commit to eliminate hazards, incidents and injuries and ensure the welfare of all stakeholders through safe work practices;
- Comply with all health and safety legislation, codes of practice and industry standards including ISO 45001:2018, the Work Health & Safety Act 2011 and the Work Health and Safety Regulation 2011.
- Support and encourage a culture of personal responsibility for safe and healthy behaviour with visible and accountable leadership;
- Consult with our employees and contractors and work together to find solutions that will reduce or eliminate occupational hazards and control risks in the work place;
- Encourage safety personnel to show due diligence towards WHS&E matters.
- Monitor, review and maintain a hazard and risk management system that is consistent with all our work and business activities, targets and objectives;
- Provide appropriate and pertinent training to all employees;
- Provide effective rehabilitation support and services to employees in the event of a work-related illness or incident;
- Establish measurable and reportable work health & safety targets, objectives and goals, the performance of which, shall be reported on a quarterly basis to all relevant stakeholders.
- Implement this policy and its objectives within the organisation through effective communication, consultation & transparency.
- Encourage worker involvement in innovative solutions and work practices;
- Promote healthy living and encourage regular health checks by offering to make the gap payment
- Regularly review and revise this policy to ensure it remains current and relevant.

It is the responsibility of all persons involved in RDS including key stakeholders, employees, sub contractors and associates to work safe and think safe.

This is a public document and will be displayed in all company areas.

A handwritten signature in blue ink, appearing to read 'Michael Gurney', written over a faint circular stamp.

**Michael Gurney**  
Operations Manager  
January 2019