

## 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 workplace
- 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 on WHS requirements
- 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
- 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 white background.

**Michael Gurney**  
Operations Manager  
April 2020