



HEALTH & SAFETY, ENVIRONMENT, COMMUNITY RELATIONS & QUALITY POLICY STATEMENT

RTL Mining & Earthworks Pty Ltd operates predominantly in the Latrobe Valley in Victoria providing mining, earthmoving, plant operation and maintenance, transport and other services to Clients. The following policy applies to RTL's operations:

HEALTH & SAFETY

- RTL is committed to providing a safe workplace for all employees and stakeholders associated with its operations.
- RTL will establish measurable objectives and targets aimed at continual improvements of safety performance.
- RTL will comply with all relevant OHS legislation and to the requirements of any industry group to which it or the shareholders may subscribe.

ENVIRONMENT

- RTL is committed to resource conservation and prevention of avoidable pollution.
- RTL will establish measurable objectives and targets aimed at continual improvement of its environmental management performance.
- RTL will comply with all relevant environmental legislation.

COMMUNITY RELATIONS

- As a major Latrobe Valley employer RTL recognises its obligation to participate positively in the local community.

QUALITY

- The systems and procedures which make up the RTL Management System are reviewed periodically to ensure relevance and to identify opportunities for improvement.

RTL will monitor and review the adequacy of its Management System by:

- Monitoring Client satisfaction by way of regular management meetings with Clients;
- Undertaking regular internal and external audits;
- System reviews as part of the RTL Board meetings; and
- Reviewing the objective and targets as part of the annual Functional Support review.

RTL will ensure this policy is communicated to its employees and is available to all stakeholders upon request.

Signed:

Matthew Joyce
RTL General Manager



FIT FOR WORK POLICY STATEMENT

RTL Mining & Earthworks Pty Ltd believes the health and safety of its employees, subcontractors and visitors is of the highest priority and cannot be compromised.

The objectives of the RTL Fitness for Work Policy are to provide a safe working environment for all individuals on the site by:

- Fostering an attitude amongst all employees that whilst at work or undertaking activities on RTL's behalf, they must be fit for work;
- Creating a safe and healthy working environment for all employees, subcontractors and visitors that is free from the hazards associated with drugs, alcohol or fatigue in the workplace;
- Eliminating or reducing the potential for drugs and/or alcohol or fatigue problems in the workplace through consultation, education and training of employees;
- Providing a framework for constructive intervention when the issues of drugs, alcohol or fatigue arise which will enable employees to seek early assistance and return to their regular responsibilities within the workplace;
- Providing fair and consistent treatment to persons who are unfit for work;
- Providing confidential counselling, treatment and rehabilitation for individuals with drugs and/or alcohol problems;
- Providing assistance and support to employees and where appropriate, their immediate families to overcome the inappropriate use of drugs and/or alcohol.
- Ensuring that RTL meets its statutory obligations with respect to providing a safe and healthy working environment for its employees, contractors, and the general public in accordance with the Occupational Health and Safety Act 2004 and the Occupational Health and Safety Regulations 2017.

Compliance with this policy is the responsibility of every employee, subcontractor and visitor at any of RTL's worksites.

Signed:

Matthew Joyce
RTL General Manager