

HEALTHY, SAFE AND RESPECTFUL WORKPLACE POLICY

Commitment

RTL is committed to having a respectful workplace where everyone is safe everyday.

Purpose

This policy describes RTL's high-level commitment to health, safety and psychological well-being. The policy is available to all employees, including contractors and other stakeholders, and is displayed in all workplaces.

Our actions

We must:

- Understand our hazards and embed risk management practices into daily work tasks
- Identify opportunities to improve our capacity to achieve successful outcomes
- Identify and proactively manage changes and emerging trends
- Integrate the risks associated with workplace bullying and harassment into relevant management systems
- Implement a systematic, risk-based audit schedule
- Comply with relevant legislation, client and RTL requirements
- Execute thorough, timely investigation of events and close out of actions
- Establish lead and lag indicator targets that drive best practice performance
- Continuously improve our Health and Safety Management System
- Clearly define health, safety and respectful workplace responsibilities
- Actively engage, communicate and collaborate with our people, clients, subcontractors and suppliers about healthy, safe and respectful workplaces
- Speak up and challenge any unsafe activity or behaviour without fear of retribution
- Share and implement learnings
- Use inclusive language that shows respect
- Recognise safe and successful outcomes
- Train, educate and develop our people
- Promote a respectful and inclusive work environment and demonstrate positive behaviours
- Report and investigate events with transparency
- Encourage and enable innovative, efficient solutions to enhance our performance and establishment of a healthy, safe and respectful workplace

Owen Cavanough

General Manager

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