

HEALTHY, SAFE AND RESPECTFUL WORKPLACE POLICY

Commitment

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

Purpose

This policy describes RTL's high-level commitment to health, safety and psychological well-being through the implementation of our health and safety management system. 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
- Check and monitor the implementation of our management systems
- 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

April 2026



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