

RATCH-Australia Corporation Pty Ltd (**RAC**) is committed to promoting a culture of 'zero harm' to both its people and the environment. To achieve this commitment we have an Integrated Management System (IMS) compliant to ISO 9001, ISO 14001 and AS/NZ 4801, with documented auditable controls that ensure risks are identified, communicated and controlled in all areas of operations over which we have control.

This policy does not form part of an employee's contract of employment or employment agreement between RAC and its employees, and does not give rise to contractual rights or liabilities. Further, this policy does not create a separate contract for services with any other person providing services to, but not employed by RAC.

To the extent that this policy requires an employee to do or refrain from doing something, it constitutes a direction from RAC with which employees must comply. Failure to comply may result in disciplinary action up to and including termination of employment.

This Policy aims to ensure that we:

- provide continuously improving, quality-controlled, respectful, healthy and safe working conditions for all who are part of our business, including employees, contractors, stakeholders and visitors;
- work towards the elimination of work-related injuries and illnesses;
- operate in a manner that sustainably conserves natural resources and energy, prevents pollution and harm to ecosystems, and manages waste responsibly;
- implement, maintain and continuously improve our safety, environment and quality performance; and
- operate as good corporate and community citizens, and achieve the greatest possible stakeholder satisfaction in the communities we work within.

RATCH-Australia management and staff will systematically and continually improve performance wherever possible, and encourage others to do the same. To ensure that we continually demonstrate leadership and best practice, we will:

- ensure **ongoing compliance** with all applicable legislation, mandatory guidelines, codes, standards and other requirements relevant to our business activities;
- clearly **define roles, responsibilities and accountabilities** for all our team to implement this Policy and the IMS, and provide them with industry and professional **training** to maintain and enhance competencies required to do so;
- set **achievable objectives and targets** for safety, environment and quality and measure Key Performance Indicators (KPI's), reporting our performance against these to management regularly, and promptly rectifying deficiencies where identified;
- maintain a safe workplace and promote a **culture of safety and environmental care** and welfare of our employees, communities and contractors, at all times;
- where people have been harmed, help them to achieve full recovery through support, prompt treatment, **active rehabilitation** and return to work programs;
- promote **sustainable values and practices** that prevent pollution and reduce consumption of non-renewable resources through process and systems modifications;
- apply a **risk management philosophy** and practice that identifies and eliminates foreseeable hazards where possible and, if this cannot be achieved, implements appropriate control measures to manage risk to as low as reasonably possible;
- ensure all **incidents and non-compliances are reported**, root causes identified and where injury, illness, or environmental harm occurs, or could have occurred, respond promptly and appropriately ensuring that effective corrective actions are implemented;
- **consult** with, involve and encourage feedback from our team, our customers and our stakeholders to assist us in continually improving our system and services; and
- **effectively communicate** this policy to all relevant stakeholders and review it at least annually for continuing suitability. This Policy is available at www.ratchaustralia.com.