

HEALTH, SAFETY & WELLBEING POLICY

Ritchies values and cares for our people, our passengers, our customers, and community. We are committed to providing safe and healthy working conditions for the prevention of work-related injury and illness.

Our objective is that no person will come to harm while working, visiting, or travelling with us.

Ritchies believes that:

- Our people's health, safety and wellbeing, which includes family, culture, and on-going fitness to work, is important and valued.
- Health, safety, and wellbeing should be integrated into all aspects of Ritchies business.
- Whilst leadership has ultimate accountability, responsibility for health, safety and wellbeing is with everyone who works at Ritchies and visits, or has business at, Ritchies depots.

To achieve this goal, Ritchies and our people shall:

- Maintain and continually improve the Health, Safety and Wellbeing Management System and processes.
- Comply with all applicable workplace health and safety laws, regulations, and other statutory obligations.
- Take reasonably practicable steps to ensure the health and safety of our people, passengers, clients, community, and others at Ritchies by proactively identifying and managing hazards, risk, and unsafe behaviors.
- Set, monitor, and report on health and safety performance.
- Evaluate and recognise health, safety, and wellbeing performance of our people.
- Consult and actively promote participation with our people to ensure that they have the resources, training, knowledge, skills, supervision, and other necessary support to maintain a safe and healthy working and learning environment.
- Support the safe and early return to work of injured workers through rehabilitation.
- Design, construct and operate facilities to protect people, property, and environment.
- Foster a culture that empowers and supports anyone intervening to safeguard people and optimise their wellbeing.
- Ensure communication, consultation, and active participation by our people in the development of health, safety, and wellbeing practices.
- Ensure performance standards and accountability, in relation to the health, safety and wellbeing of our people, is included in all employment agreements and contracts with contractors and is periodically reviewed.
- Ensure all workplace incidents and accidents are reported, recorded, and investigated with corrective and preventative measures actioned, and learnings shared.
- Provide and promote Health, Safety and Wellbeing services and activities for our people.



Michele Kernahan
Chief Executive Officer

Date: 21 February 2025