

Work, Health, Safety & Rehabilitation Policy

Custodian: Safety Manager

Authorised by: General Manager

"This is a controlled document and forms part of RFF's Integrated Management System. The identified custodian may only amend it."

Introduction:

Reliance Forest Fibre (RFF) is committed to providing an environment without risk to the health, safety, and wellbeing of all workers, contractors, visitors, and persons conducting business with or on behalf of RFF. This policy demonstrates how RFF is committed to the ongoing excellence in the safety, environmental and financial management of its people and sustainable plantation estate, from seedlings to the marketplace and is in line with RFF's corporate values

- *Safety* - Safety as a priority in everything we do **Think Safe> Work Safe> Home Safe.**
- *Respect* - Be respected, be trusted, and maintain our integrity.
- *People* - Supporting our employees and contractors in every aspect of our business.
- *Reliability* - Reliable supply of products and services to our customers.
- *Sustainability* - Provide social, environmental, and economic value to all of our stakeholders.

Policy:

RFF will engage and consult with all workers, contractors, visitors, and persons affected by their business or undertakings, to ensure hazards are identified and the risks associated with them appropriately mitigated.

RFF is committed to continually improving its safety culture and core safety value **Think Safe> Work Safe> Home Safe**, therefore ensuring every individual can thrive physically, mentally, and socially. To enable this RFF commits to the following:

- Comply with Tasmanian Workplace Health and Safety Acts, Regulations and Codes of Practices.
- Ensuring all RFF workplaces are safe, where potential hazards and risks to health, safety and mental wellbeing of workers, contractors, visitors, and persons are effectively identified and mitigated appropriately.
- Maintain an open and honest workplace environment where workers, contractors, visitors, and persons are supported to raise and report health and safety issues, enabling RFF to manage them appropriately.
- To provide appropriate information, instruction, training, and supervision as may be necessary to ensure workers, contractors, visitors and persons health, safety, and mental wellbeing at the workplace.
- To ensure any fixed or mobile plant purchased by RFF for use by workers, contractors, visitors, and persons is assessed to ensure risk to health, safety mental wellbeing is mitigated appropriately.
- To provide adequate facilities for the welfare of workers, contractors, visitors, and persons.
- To strive for continual improvement aimed at elimination of work-related injury and illness via consultation, risk management, incident investigation, supervision, and auditing.
- Proactive planning of all work activities with due consideration given to implementing WHS measures that are suitable to each given situation.
- Ensuring that workers, contractors, visitors, and person are committed to achieving and maintaining RFF's safety culture.

RFF also promotes effective workplace rehabilitation and recognises assisting workers to stay at work and supporting an early safe return to meaningful work after an injury, minimises the impact of the injury on the worker and their families.

Owen Hoffmann
General Manager