

# Rural Connectivity Group (RCG) Policy

## Health and Safety

<p><b>Objective/Risk</b></p> <p>The Rural Connectivity Group (RCG) is committed to the highest levels of safety and occupational health management.</p> <p>This policy sets out our commitment to maintaining the health and safety of our employees, our stakeholders and everyone affected by our operations.</p>	<p><b>Policy Owner</b></p>	<p><b>RCG CEO</b></p>
	<p><b>Version/Date</b></p>	<p>V1.1 October 20</p>

<p><b>Scope and Compliance</b></p> <p>This policy applies to all RCG employees, consultants, contractors and suppliers.</p> <p>If you are found to be in breach of this policy, you may be subject to disciplinary action in accordance with applicable Disciplinary &amp; Dismissal Policy's.</p>
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### 1 Policy Details

At RCG our Philosophy is:

- All work-related injuries and work-related ill-health can be prevented through education, risk identification and control.
- We all have an important role to play in ensuring the highest standards of health safety & wellbeing.
- Our people ensure health, safety and wellbeing is considered in everything we do.
- Agreed critical risk controls are closely monitored for effectiveness, understanding and implementation.
- All leader's role model the right behaviours and implement safe work practices.

RCG is committed to empowering workers through a culture of health, safety and wellbeing (HSW) best practice by:

- Providing appropriate training, equipment and resources for each person and job.
- Creating and maintaining a safe and healthy work environment.
- Managing reporting and investigation of incidents and near misses.
- Assisting and advising our people to identify hazards and risks and manage effective controls.
- Effective consultation with partners, contractors and suppliers as complementary Person Conducting a Business or Undertaking.

- Effective consultation with our workers on HSW.
- Ensuring health and safety information is provided to our all our workers, contractors, suppliers and visitors.
- Continuously improving by setting and reporting on measurable health and safety objectives and targets.
- Ensuring awareness of and compliance with the health and safety legislation and our policies/procedures.

This policy sets out our commitment to maintaining the health and safety of our employees, our stakeholders and everyone affected by our operations.

## 2 Roles and Responsibilities

Rural Connectivity Group (RCG)

- Responsible for overseeing the implementation of appropriate systems to manage health, safety and wellbeing in the RBI 2 and Expansion Project.
- To ensure health, safety and wellbeing is an integral part of the business and is actively supported through management leadership and commitment.
- Ensuring compliance to the NZ HSWA 2015, and applicable regulations.
- Demonstrate commitment to the highest standards of HSW.

RCG CEO and Leadership Team have responsibility for:

- Implementation of the Health, Safety and Wellbeing policy, in their areas of responsibility.
- Ensuring that RCG has an appropriate safety management plan to ensure the health, safety and wellbeing of all employees, partners, contractors, MNO's and others affected by our operations.
- Promoting collaboration and cooperation within the company and with partners and our community.
- Demonstrate commitment to the HSW policy by doing safety tours, being curious, and ensuring proactive reporting and a positive safety culture.
- Monitor incident reporting, and provide consultation on policies, procedures and other HSW-related company documents and processes.

## 3 Document History

Vers	Date	Changes	Other standards affected	Approved by	Signed
0.1	Sept 2017	HSW Policy– draft created	N/A	n/a	
1.0	Nov 2017	Approved	N/A	RCG Board	
1.1	Oct 2020	Approved	N/A	RCG CEO	