

Rural Connectivity Group (RCG) Policy

Health and Safety

Objective/Risk

The Rural Connectivity Group (RCG) is committed to the highest levels of safety and occupational health management.

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

Policy Owner

RCG CEO

Version/Date

V3.0 30/05/23

Scope and Compliance

This policy applies to all RCG employees, consultants, contractors, and suppliers.

If you are found to be in breach of this policy, you may be subject to disciplinary action in accordance with applicable Disciplinary & Dismissal Policies.

1 Policy Details

At RCG:

- All work-related injuries and work-related ill-health are preventable.
- We all have an important role to play in ensuring the highest standards of health, safety, and wellbeing.
- Our people ensure health, safety, and wellbeing is considered in everything we do.
- Risk standards are enforced to manage our critical risks.
- All leaders' 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 to enable safe operation, and decision making when considering risk.
- 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 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 RBI2 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.

Consultants, contractors, and suppliers:

- To ensure health, safety, and wellbeing is an integral part of their business.
- Ensuring compliance to the NZ HSWA 2015, and applicable regulations.
- Demonstrate commitment to the highest standards of HSW.

- Complete RCG pre-site visit checklist (iAuditor) daily if/when work is planned on site.

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, MNOs, 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

Ver	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	
2.0	Sept 2021	Approved	None	RCG CEO	
3.0	May 2023	Approved	None	RCG CEO	