

# OH&S MANAGEMENT SYSTEM

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Our vision is to be the place where creative minds engineer a sustainable future.

Our mission is to accelerate decommissioning.

At React, we don't just do the thing right, we recognise and do the right thing.

We empower our people. We lead with integrity. We solve with pragmatism.

We deliver positive outcomes for our customers, people, partners, community and industry.



**reactengineering**  
MIND OVER MATTER

### Statement of Intent

React Engineering Limited has a moral and legal obligation to implement appropriate arrangements in order to protect employees and other interested parties from occupational health and safety risks, whether these relate to physical or mental health, project delivery or business overhead processes, and to protect the welfare and wellbeing of its employees.

The primary objective in relation to this management system is to maintain and develop React's culture to ensure that React is a place where everyone feels safe, secure and supported, has a sense of belonging and is empowered to achieve their potential in a manner that ensures that we meet our legal, contractual and business requirements. This includes a commitment to implement and maintain an effective Occupational Health and Safety Management System (OH&SMS) in order to manage OH&S risks and opportunities and to protect the welfare and wellbeing of our employees.

The Directors and the Executive Team are committed to ensuring that this policy is implemented and will provide strong direction to the achievement of the objectives and intent of this Policy and the management system.

All staff are expected to comply with the requirements and the intent of this policy and the accompanying procedures. Employees are also expected to inform the Directors and Executive Team of any shortfalls in, or improvements to, this Policy and accompanying Procedure.

In order to achieve the above objectives, React Engineering Limited will:

- Eliminate hazards and minimise OH&S risk as far as reasonably practicable by taking effective preventative and protective measures.
- Provide the necessary resources, training and communication to implement and maintain the system.
- Maintain effective processes for eliminating hazards and reducing OH&S risks and taking advantage of OH&S opportunities.
- Consult with and encourage the React Team in participation in all areas of the OH&SMS.
- Take account of the impact on OH&S when making key business decisions.
- Continually evaluate the performance of the OH&SMS.
- Seek to continually learn from experience and improve the OH&SMS.
- Maintain compliance with all relevant legal and client OH&S requirements.
- Ensure that risk assessments are comprehensive and maintained current.
- Ensure that risk assessments are prepared for all new activities that the company carries out as it develops.
- Ensure that safety is appropriately managed throughout our supply chain.
- Provide a safe and secure workplace, supported by OH&S (inclusive of mental health) and Security Management Systems.
- Promote a culture that promotes equality, diversity and inclusion, supported by appropriate policies.
- Ensure the company has an appropriate number of qualified First Aiders and Mental Health First Aiders.
- Ensure that sufficient welfare facilities are available and maintained to a good standard in each of its locations.
- Maintain appropriate levels of insurance.

### Employee Responsibilities

In order to ensure effective implementation of this policy, every employee is expected to:

- Adhere to this Policy.
- Respect others.
- Act with honesty and accountability.
- Ask for help if they need it. Let the company know if they require reasonable adjustments, additional training or support. Be mindful of their own physical and mental health, welfare and wellbeing.
- Reduce the risk as far as reasonably practicable of any activity undertaken, making sure all equipment is suitable and safe to use.
- Protect themselves. Never remain in a situation which they feel unsafe or unsecure (both physically and mentally).
- Be vigilant to ensure that unacceptable and unnecessary risks (physical or mental) do not occur.
- Never assume it is not their problem. There is an expectation that they will act if they have any concerns about, health, welfare or wellbeing. Action may include reporting the situation or assessing and managing the risk.

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### OH&S Objectives

The following OH&S objectives have been identified. These are in alignment with the overall company objectives and business plan:

- Maintain a level of zero reportable OH&S incidents and accidents.
- To obtain ISO45001 accreditation of the OH&S Management System.
- To ensure that all OH&S training is up to date.
- To ensure that all actions identified by all risks assessments are completed within the action target completion date.
- To have established an OH&S Forum to support employee consultation and participation and promote occupation health, safety, wellbeing and welfare.

Progress against these objectives will be measured and reported in the monthly Finance, Assurance and Facilities Dashboard.

For and on behalf of React Engineering Limited,



**Phil Redfern**

**Managing Director**