



Occupational Health and Safety Policy

Ready Group specialises in the provision of vacuum excavation services and related civil construction works to its clients, whilst maintaining the highest ethical, safety, environmental and professional standards.

Ready Group Leadership is committed to providing safe and healthy working conditions for all our employees, contractors, visitors, and stakeholders. We recognise the importance of preventing work-related injuries and ill-health and understand that a strong Occupational Health and Safety (OH&S) policy is essential for ensuring the well-being of our workforce and promoting a positive work environment. This policy is applicable to all our operations and activities, and it aligns with the purpose, size, and context of our organisation, as well as the specific nature of our OH&S risks and opportunities.

Our OH&S policy includes the following key commitments:

1. Providing Safe and Healthy Working Conditions:

We are dedicated to maintaining a safe and healthy workplace for all employees and individuals associated with our company. This commitment is integral to our values and guides all our business decisions. We aim to identify and address potential hazards to create an environment that fosters well-being and minimises the risk of work-related injuries and illnesses.

2. Framework for Setting OH&S Objectives:

To ensure continuous improvement in our OH&S performance, we have established a systematic framework for setting and reviewing OH&S objectives. Targets that are measurable, achievable, and aligned with our overall business goals are set against our objectives. We regularly monitor and evaluate our progress towards meeting these targets and objectives to enhance our OH&S performance.

3. Fulfillment of Legal and Other Requirements:

Compliance with all applicable OH&S laws, regulations, and industry standards is a fundamental aspect of our commitment. We are dedicated to meeting not only legal requirements but also other relevant OH&S obligations that apply to our company in order to maintain compliance with the ISO 45001 standard. Our aim is to exceed compliance wherever possible to achieve a higher standard of health and safety.

4. Hazard Elimination and Risk Reduction:

To safeguard the well-being of our workforce, we pledge to proactively identify hazards and assess OH&S risks in our workplace. Through effective risk management strategies, we will strive to eliminate hazards or, when elimination is not feasible, reduce the associated risks to the lowest practicable level. Our goal is to create a safer work environment for everyone.

5. Continual Improvement of OH&S Management System:

We view our OH&S management system as an evolving process. We are committed to continually improving the effectiveness of our OH&S measures, policies, and procedures through regular reviews, audits, and feedback from employees. We actively seek opportunities for improvement and act upon them promptly.



6. Consultation and Participation of Workers:

We recognise that the active involvement of our workers is vital to the success of our OH&S program. We encourage open communication, consultation, and collaboration with our employees and their representatives regarding health and safety matters. Workers are encouraged to report hazards, provide feedback, and actively participate in risk assessments and decision-making processes.

Objectives:

- Promote a safety culture where incidents and hazards are promptly reported, investigated, and measures are implemented to minimise recurrence, while also fostering initiatives for injury and illness prevention
- Maintain and promote a safety culture that encourages workers to proactively manage health and safety risks through participation, consultation, education, cooperation, coordination and supervision;
- Provide adequate human, financial and time resources to ensure the effectiveness of our systems and processes;
- Provide systems and work practices that meet or exceed relevant statutory legislation, industry guidelines, and applicable codes of practice

Ready Group's OH&S policy and procedures are communicated to all employees and stakeholders to ensure understanding and implementation throughout our company. We are dedicated to providing the necessary resources and support to foster a safety-conscious culture and ensure the well-being of everyone associated with Ready Group.

Document Control
Version: 1.0
Dated: 1/02/2024
Position: IMS Rep
Signed: SS
UNCONTROLLED WHEN PRINTED