

## WORK HEALTH & SAFETY POLICY

Reay Services Group is a pipeline construction, mining services, civil and trenching company that consistently delivers quality services to customers.

At Reay Services Group we aspire to 'Zero Harm'. This means that no job is so important that it cannot be done safely. By working together, we can identify and manage risks, always reducing potential for personal injury and illness.

We believe that:

- All accidents are preventable;
- Safety is everyone's responsibility;
- Our behavior as leaders influences safety; and
- Effective risk management is a critical foundation for our success.

We will:

- Actively promote team participation in the management of safety and health through consultation and communication with our people;
- Empower our people to participate in the identification, control and elimination of risks and hazards;
- Ensure that safety is the primary value for our Company; wearing AUS standard PPE/C where applicable.
- Actively report to supervisors immediately , hazards, incidents, near misses and investigate accordingly;
- Comply with relevant occupational safety and health laws, regulations, industry codes of practice, and site requirements;
- Establish measurable objectives and targets;
- Ensure our people are trained, competent and properly resourced to achieve safe systems and places of work;
- Ensure our workers are fit for work, free of drugs, alcohol, fatigue and other impairments; and
- Seek continuous improvement through effective maintenance and review of the Safety Management System that complies with AS4801.

This commitment to the safety and health of our people is our highest priority and shall not be compromised.

This policy shall be reviewed on an as required basis and in accordance with QMS-REG-018 – HSEQ Audit Schedule.

**Brett Reay**  
Managing Director

