

WORK HEALTH AND SAFETY POLICY



NOTHING IS SO IMPORTANT OR URGENT THAT IT CANNOT BE DONE SAFELY

For ReNu Energy, Health and Safety must always be the primary consideration in all our activities.

We believe that safe operations and safe workplaces are fundamental rights of every employee, contractor and visitor to our sites, and it is our vision that everyone returns home each day without injury or illness.

Our WHS objective is to eliminate workplace injuries and Incidents. Our aim is to remain Injury and Incident free.

This policy applies to all person(s) who work for ReNu Energy, irrespective of their employment arrangement. This procedure covers all person(s) who are engaged to undertake tasks at ReNu Energy sites/locations including employees, independent contractors, work experience students, trainees, apprentices, volunteers.

Management is committed to:

- Integrating WHS into all aspects of ReNu Energy operations
- Doing everything reasonably practicable to ensure the health, welfare and safety of its worker(s) while they are at work
- Compliance with legislative requirements, current industry WHS standards and co-operation with Regulatory bodies, as far as is reasonably practicable
- Identifying any hazards in the workplace that may be a risk to health and safety and eliminating or controlling those hazards
- Exceeding legislative requirements and aiming for best practice systems of work
- Measurable targets to ensure continued improvement reflected in accountability/key performance indicators at all levels
- Provision and maintenance of a work environment that is safe and without risks to health
- Consultation with worker(s) and other parties to improve decision-making on WHS and environmental matters
- Development, implementation and review of written safe work procedures
- Distribution and communication of safety information and safe work procedures
- Information, training and supervision of worker(s), contractors, clients and visitors to ensure safety
- Support and assist worker(s) in effective injury management and rehabilitation
- Review and assessment of WHS policies.

Worker(s) are expected to:

- Take reasonable care of the health and safety of themselves and others at work
- Cooperate with ReNu Energy to enable compliance with WHS legal obligations
- Participate in consultative arrangements
- Assist management to meet WHS targets/key performance indicators
- Participate in return to work programs
- Comply with all reasonable instructions from managers concerning health and safety issues at work
- Ensure that they know how to use equipment safely and that they correctly use all equipment.

Authorised on behalf of ReNu Energy:

A handwritten signature in black ink, appearing to read 'Greg Watson', is written over a horizontal line.

Greg Watson
Chief Executive Officer
January 2022