

# Rimech Engineering Health and Safety Policy

## 1. Introduction

Rimech Engineering Pty Ltd is committed to providing a safe and healthy work environment for all employees, contractors, and visitors involved in our operations across the construction and mining industries in Australia. Our commitment extends to ensuring that our operations do not place the local community or environment at risk of injury, illness, or damage.

## 2. Scope

This policy applies to all employees of Rimech Engineering Pty Ltd, including full-time, part-time, contract staff, and temporary employees, as well as subcontractors and any other individuals directly involved in our operations.

## 3. Responsibilities

### Management Responsibilities:

- Provide and maintain a safe work environment.
- Ensure safe systems of work and facilities for the welfare of all employees.
- Offer information, instruction, training, and supervision necessary to ensure safety from injury and health risks.
- Commit to consult and cooperate with employees on all matters related to health and safety in the workplace.
- Monitor the health of employees and workplace conditions to prevent illness or injury.

### Employee and Sub-Contractor Responsibilities:

- Cooperate with all health and safety policies and procedures.
- Report all known or observed hazards, incidents, or injuries immediately to their immediate supervisor or safety representative.
- Use the personal protective equipment and safety gear provided.
- Follow all lawful instructions given by Rimech Engineering management concerning health and safety.

## 4. Health and Safety Commitments

- Strive to achieve best practice in occupational health and safety.
- Comply with all applicable health and safety laws, standards, and regulations, including but not limited to the Work Health and Safety Act 2011, the Work Health and Safety Regulations 2017, and other relevant safety legislation.
- Implement continuous improvement strategies to reduce the risks associated with workplace hazards.
- Involve employees in health and safety matters and consult them on ways to recognize, evaluate, and control workplace hazards.
- Ensure that all new hires participate in health and safety orientation sessions.
- Provide ongoing education and training to all employees to address changing needs and obligations related to health and safety.
- Regularly review and revise our health and safety procedures and policy to maintain their relevance.

## 5. Risk Management

- Identify, assess, and control risks to workers and other persons by maintaining a safe work environment through the management of our plant, machinery, and equipment.
- Implement regular health and safety audits and workplace inspections.
- Establish and enforce proper job procedures.
- Promptly investigate every work injury or illness to determine the cause and prevent recurrence.

## 6. Right to Stop Work

Rimech Engineering Pty Ltd ensures all employees are aware of their legal right to stop work if they perceive unsafe conditions. This is communicated during inductions, reinforced in regular toolbox talks, and reiterated in pre-start meetings. Employees are encouraged to report unsafe conditions immediately, with the assurance that no reprisals will occur. These reports initiate a prompt investigation and necessary corrective measures, ensuring work resumes only when safe.

## 7. Implementation

This policy will be communicated to all employees upon induction and will be made available at all times on the company's internal network. It is the responsibility of everyone at Rimech Engineering to be aware of and comply with this policy.

## 8. Policy Review

This policy will be reviewed annually by the management team to ensure it remains relevant and appropriate to the needs of Rimech Engineering and complies with all current laws and regulations.

**End Of Document**

**Approved by: Brian Duignan**

**Effective from 04<sup>th</sup> January 2024**

