

Railtrain Holdings Group (RHG) Core Value is Safety

A healthy and safe workplace for our employees, staff, visitors, and sub-contractors is essential to the ongoing success of RHG's business. RHG continually strive to seek and adopt best practice in work health and safety management systems and performance.

RHG's Work Health and Safety Charter

The health and safety of persons and property are a core value of RHG. This charter defines our objectives in this area and provides guidelines on how RHG expect to achieve these objectives in our continued goal to achieve zero accidents and injuries.

RHG Objectives:

- Strive to achieve zero accidents and injuries;
- To support compliance with relevant legislation and industry standards;
- To establish & maintain effective systems to manage risk to an acceptable level;
- To foster acknowledgement by all stakeholders of their responsibilities;
- To encourage the involvement of employees and staff in the consultation process;
- Reduce incidents by active elimination of hazards; and
- Utilise technological devices to improve efficiency.

RHG Guidelines:

- To comply with applicable work health and safety legislation including key industry standards;
- To set clear and meaningful objectives for work health and safety performance, placing an emphasis on key performance indicators;
- To measure our performance and communicate our progress regularly and openly;
- Hold managers, supervisors, and employees accountable for compliance with our work health and safety management systems;
- To implement a work health and safety management system which complies with nationally recognised industry standards;
- To combine our systems, experience, and technology know-how with sound assessment principles in order to minimise risks as much as is reasonably practicable and mitigate any residual consequences;
- To ensure all relevant personnel receive appropriate training and advice to allow them to undertake their work safely and without any detriment to their health and safety;
- To work with our clients and partners to build a common work health and safety management system; and
- To strive to continually improve our work health and safety performance.

RHG trusts that all of you will join us in a personal commitment to make safety a way of life.

Authorised by

A handwritten signature in black ink, appearing to read 'Gary McLaughlin'.

Gary McLaughlin | Chief Executive Officer
Railtrain Holdings Group Pty Ltd

All legal entities under Railtrain Holdings Group (RHG) are bound by this policy.