



Employee Health & Safety Policy

Purpose and Scope

Purpose:

Our compass is anchored around doing the right thing always and acting as accountable owners. RB is committed to the health, safety and welfare at work of its employees; minimising the risk of work-related injuries and ill-health, complying with applicable health & safety legal requirements, the continual improvement of its health & safety management system, and establishing a framework for setting occupational health & safety objectives. The purpose of this Global Policy for Employee Health & Safety is to ensure that we adopt a consistent approach to managing workplace health & safety risks across RB globally.

All employees should read this policy in conjunction with the relevant global health & safety standards, which clarifies what is expected and the relevant processes and procedures to be followed. This Policy is applicable to all RB employees, all visitors to RB premises and all contractors globally, across all business units and levels.

Scope:

We consider the health, safety and welfare at work of our employees to be an essential part of being a responsible and productive company that manages business risks and delivers long-term shareholder value. Specifically, RB is committed to:

- Providing and maintaining a safe place of work, with safe means of entry and exit
- Providing and maintaining safe plant, safe equipment and safe systems of work
- Providing and maintaining a safe and healthy working environment, by identifying and mitigating or eliminating workplace hazards and reducing occupational health & safety risks
- The control of the health & safety risks arising from work activities
- Providing and maintaining arrangements for the safe use, handling, storage and transport of articles and substances
- Providing and maintaining the necessary information, instruction, training and supervision to protect safety and health at work

Policy Statement

RB's overall health & safety objective is to minimise the risk of work-related injuries and occupational ill-health at all locations under Company management control. Specifically, it is the Company's objective that the following 'minimum control arrangements' are in place at all RB locations:

- a) Employee access to and basic understanding of this Policy
- b) Documented responsibilities for H&S at work
- c) Up-to-date H&S risk assessments and fire risk assessments
- d) The provision of necessary H&S information, instruction and training
- e) The provision and use of necessary personal protective equipment (PPE)
- f) Arrangements for emergency response / evacuation, first aid and occupational health
- g) Documented procedures / safe systems of work, where necessary to establish and maintain a safe and healthy working environment
- h) H&S control arrangements for contractors and visitors
- i) Communication and consultation with employees (and their representatives) on H&S issues
- j) Monitoring, investigation and reporting of any incidents, accidents or occupational ill-health
- k) Corrective and preventative actions where any incidents, accidents or occupational ill-health occur



RB (Including its companies globally, together the “company”) is committed to complying with all laws and regulations which govern our operations in every country in which we operate. This Policy provides guidance on our individual responsibility to comply with appropriate laws around the world.

Any violation of this policy may result in disciplinary action, up to and including dismissal in appropriate circumstances. It is therefore extremely important that you familiarise yourself with this Policy and strictly adhere to it.

Responsibilities

Employee (and Contractor / Visitor) Responsibilities

It is the duty of every employee whilst at work, and of any contractors / visitors at Company facilities:

- To take reasonable care for the health & safety of themselves and others who may be affected by their acts or omissions
- To cooperate with colleagues, line management and the Company on health & safety matters
- To not intentionally or recklessly interfere with, or misuse anything provided in the interests of health, safety or welfare
- To report any health & safety concerns to their line manager and / or the site H&S Coordinator / Manager

Line Management Responsibilities

Effectively establishing and maintaining day-to-day health & safety at work is a line management responsibility. At each location where the Company has management control, responsibility for health & safety follows the line management structure; from the site’s senior manager to the site senior management team, through middle managers / supervisors / team leaders, to individual employees.

It is the responsibility of local Management teams to:

- Implement and display this policy document in the area(s) under their responsibility / control
- Ensure, so far as is reasonably practicable, that the ‘minimum control arrangements’ (items a) to k) in section 2 above) are in place, understood and implemented in the area(s) under their responsibility / control
- Make adequate resources available for the management of health & safety at work

Site-level Responsibility

At all locations where Company employees work or to which they report (e.g. factories, warehouses, research & development centres, offices and any associated field or home-based employees), the management of health and safety at work is the ultimate responsibility of the senior manager at that location. Day-to-day responsibility for the management of health & safety should be delegated through the line management structure, as outlined above.

Health & Safety Manager / Coordinator

All locations where the Company has management control shall have an identified Health & Safety Coordinator and/or Manager, whose job function includes the coordination of health & safety control arrangements at that location. However, this position does not remove or substitute for others direct and delegated health & safety responsibilities as outlined above.

Group-level Responsibilities

It is the responsibility of:

- The Chief Supply Officer, The Chief Human Resources Officer, & the Global Employee H&S Compliance Director, to establish and maintain this policy document and other Group-level Occupational Health & Safety control arrangements as defined below
- The Group Executive Team members to implement this policy document within the functions under their control/responsibility



- The Board to undertake an annual review of sustainability and corporate responsibility issues, including OHS policy, control arrangements and performance; the Chief Executive Officer (CEO) is the Board member with specific responsibility for sustainability and corporate responsibility policies and performance
- The Group Head of Internal Audit, to periodically review the Company's OHS control arrangements and performance, and to report on these to the Board's Audit Committee

Control Arrangements

Group-level Control Arrangements

RB shall have in place and shall maintain a Group Occupational Health & Safety Management System (OHSMS), comprising:

- This policy document, its H&S Objectives, Responsibilities for H&S and Control Arrangements
- Group 'Health & Safety Standards, an OHS Manual / Guidelines,
- Global improvement programmes and targets
- Global performance monitoring, auditing and reporting arrangements

Site-level Control Arrangements

All locations under Company management control shall have in place and maintain necessary health & safety control arrangements; as required by this policy document, the nature of and hazards posed by their operations, their H&S risks & opportunities and their applicable legal requirements.

The 'minimum control arrangements' listed in section 2 above shall be established and maintained at all Company locations.

Contact Information

If you have questions about this Policy or the related guidelines, please consult Global EHS Compliance Manager

Applicability of this Policy

This policy supersedes all previous version of any Policy and SOPs (global or local) regarding Employee Health & Safety.

Appendix

Further employee health & safety guidance and information can be found at the following RB Global EHS Rubi webpages;

<https://rbcom.sharepoint.com/sites/SQRC18/SitePages/Global-Employee-Health-and-Safety.-Quality-and-Compliance.aspx>

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