

Health, Safety and Wellbeing Policy

We seek to foster an exceptional health, safety and wellbeing culture based on our commitment to making our world "A Great Place to Live" and "A Great Place to Work", supporting inclusivity and diversity in all our workplaces.

Operating across a range of countries and environments, we understand that the health, safety and wellbeing of our people, clients, community and the environment is paramount

Commitments

Provide our people with a safe, healthy and supportive environment in which to work.

Provide our people positive and enjoyable working environment that supports, protects and promotes physical and mental wellbeing.

Meet client requirements and comply with all relevant legislation, legal and other requirements to which the organisation subscribes.

Make a positive contribution to the health and safety of our projects and the communities they impact.

Aim to continually improve our health and safety performance through our ISO 45001 certified management system.

Support our leaders, managers, employees and subconsultants in making health, safety and wellbeing an integral part of their role and the services they perform on behalf of RBG.

We expect the participation of our leaders, managers, employees and subcontractors by commitment to:

- the health, safety and wellbeing of themselves and others.
- Compliance with this policy and management system and identify, manage and eliminate hazards and reduce risk in the workplace.
- Participation in training activities to gain knowledge, skills and competency to make positive contribution in the workplace.
- Reporting incidents, near misses, unsafe conditions and participation in investigations and findings.

To achieve our goals, we will

Provide appropriate resources to meet our commitments in terms of investment, systems, equipment, personnel, information and training.

Embed clear principles, practices and accountability across the whole organisation.

Provide a highly effective management system that drives zero work-related injuries, empowers our people and drives continuous improvement.

Measure, evaluate and report our performance against objectives and targets aligned with our business strategy.

Promote health, safety and wellbeing at the heart of design delivery.

Promote and support communication, collaboration and consultation in our people and partners to improve health and safety.

Eliminate hazards where possible and reduce any residual risks to the lowest level practicable through appropriate risk management strategies.

Report, investigate, learn from and respond to work related injuries, illnesses and near misses, hazards and incidents.

Support our people at times of injury and illness through early intervention, rehabilitation and return to work.

Provide our people with the knowledge and skills to support safe behaviours and learn from unsafe behaviours.

Empower our people to stop work if they feel unsafe.

RBG Board
10 July 2024