

HEALTH & SAFETY POLICY STATEMENT



Red Stag Timber Limited is committed to achieving their primary duty of care, through providing a fair, safe and healthy workplace for employees, contractors and visitors, so far as reasonably practical. Health & Safety is an important part of the Company business and shall be given priority status along with the Company's other business objectives.

Our Vision

We are a team. Every one of us is responsible for creating and maintaining a safe and healthy workplace, including employees, contractors and visitors to the site.

Our Mission

- Our employees are our greatest asset, they must go home safely.
- No other business objective will take priority over health and safety.
- Resourcing a robust Health & Safety system is essential.
- We are committed to taking all practicable measures to reduce the risk of harm.
- All personnel have a responsibility to question an unsafe action or inaction and stop any job they believe is unsafe.

To achieve this

Management will seek to continually improve an effective Health & Safety Management system and will:

- Operate in a manner that shall meet or exceed statutory obligations under the Health & Safety at Work Act 2015 and its amendments; relevant regulations, industry standards, codes of practice and best practice guidelines.
- Set and review health and safety objectives and performance criteria for all managers and team members at least annually.
- Consult with, involve and encourage participation from employees, contractors and other relevant people including employee representatives, in all matters relating to health and safety.
- Identify new hazards systematically and take all reasonable practicable steps to eliminate or minimise the risk exposure to such hazards, and ensure all people are aware of such hazards.
- Provide and maintain safe systems of work.
- Provide and maintain emergency procedures to minimise risk to life and property.
- Ensure that the reporting, recording and investigation of all incidents and injuries is accurate and timely.
- Support & resource injury prevention, early rehabilitation and early return to work plans for injured employees.
- Promote a system of continuous improvement, including the review of policies and procedures at least every two years.
- Recognise innovation and excellence in safety.
- Conform with fair labour requirements, namely:
 - We shall not use child labour
 - We shall eliminate all forms of forced and compulsory labour
 - We shall ensure that there is no discrimination in employment and occupation
 - We shall respect freedom of association and the effective right to collective bargaining

Individual responsibilities include:

- Ensuring our own safety at work and adopting safe work practices, including participation in role specific training and following any reasonable instruction provided to them in the interest of safety
- Ensuring that no action or inaction on any individual's part causes harm to others.
- Observing all site safety rules, policies, safe operating procedures and instructions.
- Using issued personal protective equipment correctly, and in accordance with the work area and task specific duties.
- Prompt reporting of all hazards, accidents and incidents including unsafe observations.
- Prompt reporting of any pain or discomfort experienced when carrying out work duties.
- Actively participate in injury management, rehabilitation, and return to work processes.
- Participating in health monitoring and return to work programmes if injured, to support an early return to work.

Signed,


Tim Rigter,
General Manager

Date: December 2025

Review by: December 2027