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1. PURPOSE

Riverwall Constructions (**RWC**) recognise our responsibility to provide a safe and healthy working environment, so far as is reasonably practicable, for all workers and other persons. The Work Health and Safety Policy reflects our commitment to providing a working environment that is safe and without risks to health.

2. DEFINITIONS / ACRONYMS

RWC	Riverwall Constructions is the PCBU which this policy applies to.
Employee	Means a person employed under a contract of employment or contract of training. For the purpose of this policy, the word Worker and Employee are interchangeable.
Employer	Means a person who employs one or more other persons under contracts of employment or contracts of training. For the purpose of this policy Employer and PCBU are interchangeable and refers to Riverwall Constructions.
Health	Includes psychological and physical health.
Officer	Any person who has significant control over RWC's business, or who can contribute substantially to the decision-making process.
Other persons	Any person who attends an RWC workplace that is not otherwise defined as a Worker. That is, visitors including but not limited to clients, delivery persons or external regulators attending an RWC project site or support office.
PCBU	Per the legislative definition PCBU refers to a person who is conducting a business or undertaking. For the purpose of this policy PCBU and Employer are interchangeable and refers to Riverwall Constructions.

WHS	For the purpose of this policy, Work Health and Safety (WHS) and Occupational Health and Safety (OHS) are interchangeable.
Worker	A person is a worker if the person carries out work for RWC (the PCBU). This includes, but is not limited to employees, contractors or subcontractors, an employee of a contractor or subcontractor, an apprentice, or a volunteer.

3. SCOPE

This policy applies to all workers and other persons at RWC workplaces. This includes employees, contractors and visitors at RWC project sites or support office locations.

4. LEGISLATIVE REQUIREMENTS

At RWC, we recognise our legal obligation as a PCBU to ensure, so far as is reasonably practicable, the health and safety of workers and other persons in our workplaces. This is the primary WHS duty.

The WHS Duty of a PCBU, its Officers, Workers, and other persons is defined in WHS/OHS legislation as it applies in each of RWC's states of operation.

RWC will consult with workers in relation to health and safety matters, co-operate in issue resolution, and co-ordinate work activities to best achieve its WHS duty.

5. POLICY

- A. RWC** is committed to the provision of a safe and healthy work environment for all workers and other persons. To achieve this commitment, RWC will:
- i. Identify and eliminate or control health and safety hazards, so far as is reasonably practicable.
 - ii. Promote physical and psychological health and safety in our workplaces.
 - iii. Ensure health and safety policy and processes align with RWC's values of Excellence, Integrity & Strength.
 - iv. Ensure all workers are adequately trained and educated in WHS practices to best achieve their health and safety duty, as it applies to their position, responsibility and accountability.
 - v. Provide facilities, equipment, resources and services to enable workers and other persons to identify any workplace hazards, address corrective actions and perform their role safely.
 - vi. Regularly consult and communicate with workers in relation to WHS initiatives that support a positive safety culture.
 - vii. Ensure that WHS is duly incorporated in RWC management systems, strategic decision making and the operation of its core business.
 - viii. Evaluate health and safety performance through analysis of organisational data against internal WHS targets, known best practice and industry performance benchmarks.

- ix. Continually improve our safety management system and processes, thereby ensuring safety practices are effective and enhanced, where required.

B. RWC Workers must:

- i. Take reasonable care for their own health and safety.
- ii. Take reasonable care that their acts or omissions do not adversely affect the health and safety of others.
- iii. Follow any reasonable management direction regarding their health and safety, including undertaking tasks in accordance with relevant WHS policies, procedures and/or work instructions.
- iv. Report all WHS hazards and incidents, including near misses, to RWC as per the *Incident and Injury Management* policy.
- v. Participate in health and safety consultative forums and contribute ideas to improving health and safety at RWC.
- vi. Where required, participate in WHS training, programs and initiatives designed to improve the WHS system or culture at RWC.

C. RWC Contractors must:

- i. Take reasonable care for their own health and safety.
- ii. Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- iii. Comply with all WHS requirements set out in RWC contracts.
- iv. Implement relevant specific responsibilities described in the RWC health and safety policies and procedures.
- v. Undertake a risk assessment prior to commencing any work task and develop and follow safe work method statements (as applicable) to eliminate or minimise the risk of injury or illness.
- vi. Provide RWC with relevant risk assessments, safe work method statements, qualifications and licences, per WHS legislative requirements.
- vii. Report all WHS hazards and incidents, including near misses to RWC, per the *Incident and Injury Management* policy.
- viii. Follow any reasonable management direction regarding their health and safety, including undertaking tasks in accordance with relevant WHS policies, procedures and/or work instructions.
- ix. Seek supervision and guidance from the relevant supervisor for all new or modified work procedures.
- x. Where required, participate in health and safety information, training and induction procedures.

D. Other persons at RWC sites must:

- i. Take reasonable care for their own health and safety.
- ii. Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- iii. Follow any reasonable management direction regarding their health and safety, including complying with all WHS requirements set out in RWC site inductions and displayed at RWC worksites.
- iv. Report all WHS hazards and incidents, including near misses, to RWC as per the *Incident and Injury Management* policy.

6. CONSULTATION

RWC understands that workplaces that have effective consultation arrangements are safer and healthier. RWC is therefore committed to the following:

- i. Consulting workers and other duty holders in relation to actions to be undertaken by RWC that may directly affect their work health and safety, in accordance with WHS legislative requirements.
- ii. Establishing and maintaining a committee that is dedicated to WHS and includes RWC representatives and worker representatives.

7. RELATED DOCUMENTS

Legislation:

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulations 2022 (Qld)
- Work Health and Safety Act 2011 (NSW)
- Work Health and Safety Regulations 2025 (NSW)
- Work Health and Safety Act 2011 (ACT)
- Work Health and Safety Regulations 2011 (ACT)
- Occupational Health and Safety Act 2004 (VIC)
- Occupational Health and Safety Regulations 2017 (VIC)

Codes of Practice:

- How to Manage Work Health and Safety Risks code of practice 2021 (Qld)
- How to Manage Work Health and Safety Risks code of practice 2019 (NSW)
- How to Manage Work Health and Safety Risks code of practice 2025 (ACT)

Guidance material:

- Controlling OHS hazards and risks: A handbook for workplaces 2017 (Vic)

RWC:

- Company policies addressing aspects of workplace health and safety
- RWC – incident and injury management policy

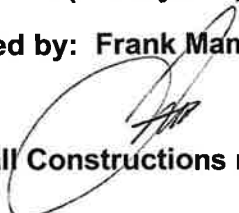
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Approved by: Frank Mamasoulas

Signed:



Date: 17/10/2025

Riverwall Constructions may amend, update or change this policy at any time.