



# Safety and Rehabilitation

J.J. Richards & Sons Pty Ltd and Associated Entities\* continually assess and review our operations to ensure appropriate control measures are in place to protect the health, safety and well-being of our employees, customers and the general public.

## Health, Safety and Rehabilitation Goals

- Maintain an effective occupational health and safety (OH&S) system to promote consistent health and safety standards and continuous improvement.
- Provide and maintain safe workplaces by regularly assessing the health and safety risks of our operations and implementing appropriate control measures.
- Conduct regular audits to ensure compliance with legislative requirements and the OH&S system.
- Maintain health and safety statistics to monitor and evaluate health and safety performance as part of the Company's continuous improvement program.
- Provide formal lines of communication between management and employees to promote ownership and accountability for identifying, reporting and addressing health and safety hazards.
- Conduct training to ensure employees are aware of their health and safety responsibilities.
- Support a compulsory immunisation program to protect 'at risk' employees from potentially contracting infectious diseases from work activities.
- Support rehabilitation principles and practices and maintain a commitment to support and manage employees with work related injuries back into the workplace.

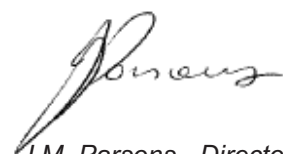
Maintain an effective fitness for work program aimed at: identifying employee/subcontractor use/misuse of alcohol and drugs, fatigue, stress or other emotional conditions.



J.J. Richards - Director



P.B. Richards - Director



J.M. Parsons - Director

\*Associated Entities: J.J. Richards & Sons NZ Pty Ltd, J.J. Richards Engineering Pty Ltd, Regwaste Australia, EnviroCom Australia J.J. Richards Northend Pty Ltd and Steel Fabrications Australia Pty Ltd.



**J.J. Richards**  
& Sons Pty Ltd