

# Work Health and Safety

*The JJ's Group\* is committed to Work Health and Safety (WHS) in all areas of our business. This commitment is underpinned by our belief that all employees contribute to Work Health and Safety, and is reflected by the inclusion of safety within our company values. Our leadership team is committed to the continual improvement of a best practice WHS Management System to protect the health, safety and wellbeing of our employees, customers and the community.*

## Our goals are:

- A workplace free of risk of incidents, harm or injury; and
- Recognition as an industry leader in Work Health and Safety, wherever we operate.

## Our goal will be achieved by:

- Prioritising the physical and psychological health, safety and wellbeing of our employees and everyone who comes in contact with our business.
- Reviewing and continually improving our WHS Management System.
- Proactively partnering with customers and suppliers to improve safety conditions for all employees and influencing positive safety outcomes at our customers' sites.
- Setting and evaluating measurable WHS objectives and targets.
- Considering compliance with relevant legislative obligations and requirements as the minimum standard.
- Utilising a risk-based approach to seek best practice safety solutions that are practical, effective and regularly evaluated for the prevention, elimination and reduction of WHS risks.
- Ensuring all employees are provided with safe and healthy working conditions, safe systems of work, training and instruction applicable to the specific requirements of the role and working environment.
- Prioritising the consultation and participation of all employees.
- Exploring all opportunities for improvement raised by our employees.
- Holding all employees accountable for Work Health and Safety.
- Ensuring all employees present fit for work.
- Identifying, exploring and implementing new innovative safety solutions.

As a family business, values are an integral element of our approach. We encourage all employees to speak up if they feel unsafe and everyone has the authority to stop work and speak with their supervisor if they have safety concerns.

Our commitment will be demonstrated through the continual improvement of this policy and our WHS Management System, measured against the established objectives and targets.

A handwritten signature in black ink, appearing to read 'J.J. Richards'.

J.J. Richards - Director

A handwritten signature in black ink, appearing to read 'P.B. Richards'.

P.B. Richards - Director

A handwritten signature in black ink, appearing to read 'J.M. Parsons'.

J.M. Parsons - Director

\* The JJ's Group: J.J. Richards & Sons Pty Ltd t/as JJ's Waste & Recycling, JJR Engineering Pty Ltd, JJ's Health & Hygiene, EnviroCom Australia, JJ's Northend, CreatEnergy, Aztech Services Australia, J.J. Richards & Sons NZ Pty Ltd t/as JJ's Waste & Recycling and JJ's Waste and Recycling LLC.