



Health and Safety – statement of intent

The leadership team at RM have overall accountability for health, safety, and wellbeing within RM. They are responsible for ensuring compliance to legislation and the effective delivery of the following statement of our policy and standards.

We also ask all employees and third parties working on behalf of RM to take personal responsibility for their own safety and wellbeing, including promotion of a positive safety and wellbeing culture.

We are committed to promoting a work environment that sees a more effective and proactive approach to health, safety, and wellbeing in the workplace, which is fundamental to how we work day-to-day.

As part of this commitment, we will:

- Proactively identify, assess, and mitigate health and safety risks, to reduce occupational injury and illness risks wherever we work, and promote employee health, safety, and wellbeing.
- Make safety simple by keeping it straightforward and balanced, tackling risks upfront, and monitoring performance, ensuring continuous improvement and a safe working environment.
- Embed the psychological safety culture across the company to enable our people to feel safe and empowered.
- Encourage our people to provide valuable input and feedback into our policies, processes and initiatives through the Health and Safety Committee and designated Safety Champions.
- Enhance knowledge of safety related incident reporting protocols to ensure cases are appropriately investigated and if appropriate, action is taken to reduce the likelihood of their re-occurrence.
- Give our people the support, skills, knowledge, and experiences to manage their wellbeing and do their jobs safely.
- Support our people to stop work or the work of others should they feel it is being carried out in an unsafe manner and to find solutions to ensure safe working.

“Given the breadth of activity we have in the business, we understand and acknowledge there is a certain element of risk that we will never be immune to. To mitigate these risks and ensure our people, data, and organisation remain safe, we rely on the effective communication, decision-making, and compliance of the talented people at RM. Supported by our various Corporate Services teams and Executive Leadership team, we aim to reduce risk wherever possible.”

RM recognises that our organisation is evolving, and to ensure it meets its health and safety obligations this policy will be reviewed annually.

Signed
Chief Executive Officer

Dated: 03/07/25