

Radlink Pty Ltd as trustee for The Radlink Unit Trust trading as Radlink Communications recognises the benefits of a safe, healthy and sustainable workplace, while delivering quality service and support for all stakeholders.

We are committed to protecting our people and the environment in which we work. We aspire to zero harm and continuous improvement in our performance.

We will achieve this by:

- Empowering our workers to *not start work or stop work* if they have any safety or health concerns (no matter how big or small).
- *Integrating* safety work practices and culture at all levels of the organisation.
- Establishing objectives and targets to achieve positive health, safety, environment and quality outcomes.
- Regular *training* of our staff, in particular those who undertake high risk field activities.
- *Collaborating* with others in the workplace – including customers, contractors and suppliers.
- We ensure that we manage our business and *sustainability agenda in a legal, efficient, and effective way* and we are certified according to ISO 9001, 45001, 14001 and 27001.
- We work in close collaboration with our customers and other stakeholders to *find local solutions for these global environmental challenges* (such as climate change).
- With a *lifecycle perspective* we strive to address and minimise the negative environmental effects that the products and services may have when developed, manufactured, distributed, and used, as well as during disposal and end of life treatment.
- We do business the right way and we follow appropriate business conduct to live up to the *high ethical standards* and integrity we hold ourselves to.

Our Obligation and Commitment to you – We will seek to:

- Eliminate or mitigate risks to health and safety of all persons so far as is reasonably practicable.
- Provide adequate *resources*, and *continually improve* Radlink's health, safety, wellbeing, sustainability and quality performance.
- Identify, assess, monitor and control *critical risk factors and other hazards*, and regularly review them.
- *Consult* with you and other stakeholders in an inclusive manner, so far as is reasonably practicable.
- Make business decisions that conserve resources while *minimising or eliminating* waste or pollution and work towards achieving sustainable development where reasonably practicable to do so.
- Ensure our Leaders promote the health, wellbeing, safety and sustainability outcomes expected in our workplace.

Some ways in which you can help:

- *Comply* with all WHS & E legislation, rules, policies and procedures, standards and codes of practices that are relevant to what you do.
- *Act responsibly*, taking care of yourself and others with respect to health, safety and the environment.
- *Eliminate or mitigate* hazards so far as is reasonably practicable. Consider HSEQ in the *design and planning* of all activities.
- Speak up. Immediately notify any near miss, hazard, incident, or other issue, or any opportunity for improvement.
- *Collaborate* with contractors/subcontractors and 3rd parties to ensure responsibilities are clear and carried out.

This policy is endorsed by Radlink Senior Management.



Stuart Palmer
Chief Executive Officer