



# HSW Policy statement

At RG we care. Health, Safety and Wellbeing can have a significant impact on us all, both personally and professionally. Therefore we want to look after, and invest, in our people, sub-contractors, clients and suppliers. We do things differently, in that we do not subscribe to lengthy and generic HSW processes and documentation, instead we prefer to communicate our commitments in an authentic and meaningful way through effective systems, a psychologically healthy and safe workplace, and a supportive, non-judgemental culture with wellbeing at the core.

Wherever we operate, we aim to provide supportive and safe working environments which set people up for success. We want to be resilient to the risk which exists and to learn not only when we have unwanted HSW outcomes (including physical and mental injury), but also from normal work and our successes.

This policy statement describes our approach to HSW at RG Group. It is supported by our HSW Framework, which has 4 key goals:

- **Provide Assurance and Build Resilience**
- **Have a Culture of Care- Set People up for Success**
- **Redefine HSW Risk**
- **Display Visible, Curious HSW Leadership (ie continuously exploring, learning, improving)**

Although we all have responsibility for our own Health and Safety, and for the impact of our work on other people, there are specific people in RG Group who have responsibility for making sure this policy is carried out. These are:

- **The board**, who have ultimate responsibility for HSW: Adam Crabtree, David Dixon, Mark Hitchcock, Chris Lambourn, Michael Mullarkey, Jon Noble, Trevor Puttick.
- **Our HSW team**, who offer expert advice and support the business, and its stakeholders, in understanding and managing risk, as well as implementing our HSW Framework. The team is extended by consultants, who provide professional advice and support, where needed.
- **HSW Leadership group** and risk specific working groups.
- **Commercial team**, when costing and ensuring resource is provided and accounted for.

Where risk is present in our operations, we will establish proportionate controls to prevent the risk coming into fruition. We will also plan, organise, control, monitor and review the measures we put in place to make sure they are suitable.

Because the risk is significant in our industry, we appoint competent sub-contractors and empower them to manage their own risk. Our HSW Strategy and Framework guide us on what needs to be done to ensure our sub-contractors are supported to complete work safely and that their wellbeing is invested in.

We haven't ignored our legal requirements. We see this as a foundation, but our focus is on managing risk in a more inspiring way, by empowering people to make informed decisions.

Most importantly, we listen. The people exposed to risk during our operations are the people who are best placed to help us manage our arrangements effectively. Throughout our work environments and HSW Framework, you will see that people are at the core and to you as the reader, we expect you to act responsibly and to let us know where we can make improvements to Health, Safety and Wellbeing.

A handwritten signature in black ink, appearing to read 'Dave Dixon', with a long horizontal line extending to the right.

Dave Dixon, Managing Director, RG Group

May 2023