

# HEALTH AND SAFETY POLICY STATEMENT OF COMMITMENT

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Professionalism, integrity, safety, and innovation are the founding values that have empowered Rendall and Rittner's continued success and growth in the residential property market and are what will continue to drive health and safety forward throughout the Company.

## OUR MISSION

Our mission is to create a safe working environment for employees as well as those directly and indirectly affected by our activities, wherever we have a presence. Any visitors to the areas in which we operate should always feel safe, knowing that managing health and safety is a key commitment of Rendall & Rittner.

We aim for all our employees to have ownership over their own health and safety and that of their colleagues and visitors and feeling safe in the knowledge that their health and safety is a priority to senior management as well as each other. We will ensure that health and safety is a theme recognised through our sustainable and innovative service to both partners and our people.

## OUR COMMITMENT

We are committed to ensuring the health, safety, and welfare of our employees and to provide and maintain safe working environments, systems of operation and conditions and improving upon the standards set out in this policy framework. We do not accept minimum legal requirements as standard performance.

We Will:

- Demonstrate leadership throughout the organisation, including senior management and all employees;
- Set objectives and targets to continually improve the health and safety arrangements within the Company;
- Monitor our health and safety performance through audit and review;
- Monitor our working environments to ensure that significant risks are identified and managed at an acceptable level;
- Ensure, where appropriate, health and safety risks are considered at a senior management level;
- Consult with our employees on matters affecting their health and safety and encourage their engagement on health and safety related matters;
- Provide appropriate information, instruction, supervision and training to all employees;
- Investigate and report work related accidents, dangerous occurrences and ill health;
- Manage risks by seeking a reasonably practicable solution for remedial actions identified;
- Appoint a person who will provide competent health and safety advice for the Company;
- Provide appropriate resources to undertake activities in a safe manner;
- Provide the appropriate resources to deliver against this policy;
- Review this policy and arrangements on an annual basis to ensure it remains relevant to the Rendall and Rittner business objectives and aligned to the principals of the Health & Safety Policy;
- Make provision for the progressive and continual improvement in health and safety performance;
- Provide suitable arrangements for the procurement of suitable equipment, contractors and services;
- Make provisions for wellbeing and resilience.

Health and safety in the workplace is the responsibility of all employees within the Company. Overall responsibility for the implementation of this policy lies with the directors, with all employees playing their own part in the facilitation.

Effective management of health and safety will have an impact on the way in which we manage our client's portfolios and will help us perform better and meet our mission in both health and safety and business objectives.



SIGNED (CEO Rendall and Rittner Ltd): Catherine Riva

DATE: 21<sup>st</sup> March 2024



SIGNED (Board Director): Sue Petri

DATE: 21<sup>st</sup> March 2024