Specification

Contractor Health and Safety Specifications

Iron Ore

15 March 2024

45-00000-SP-SA-0002

Revision 9

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1 PURPOSE

This specification outlines the Health and Safety (HS) requirements expected of Contractors working on Fortescue Projects and Operations. Contractors must ensure the standards outlined are met (or exceeded) as a minimum.

Where a Contractor is classified as a “Managed Onsite Contractor”, or where the Contractor’s process does not meet *Fortescue’s* expectations as outlined, they will be required to adopt the *Fortescue* process.

2 SCOPE

The requirements outlined in this document apply to all Contractors working for Fortescue (or subsidiaries), to the limits of their Contractor Classification, as determined by their Contract, Agreement or other order and defined below in Table 1.

Table 1: Contractor Classifications

Classification	Definition	Example
Monitored	Contractors working under their own Supervision and Health and Safety Management Systems.	*Heavy lift contractor performing a lifting task on site using their own Health & Safety systems and Supervision.* *Aviation provider performing high risk maintenance activities.*
Managed	Contractors working under Fortescue direct Supervision and Health and Safety Management Systems.	*A Maintenance contractor performing labour within a Fortescue Maintenance team.*
Offsite	Contractors working under their own Supervision and Health and Safety Management Systems at sites or facilities not under control of Fortescue.	*Major Component Offsite Repairs (MCOR) carried out by various contractors (e.g., tray repairs, machine rebuilds, screen rebuilds)*

3 KEY ACCOUNTABILITES

Roles and responsibilities of Fortescue Contractor Management obligations are outlined in the *Contractor Management Procedure (45-PR-CT-0001)*

4 LEGISLATIVE CONTEXT

The following Legislation provides the broad framework for which this procedure must operate and with which it needs to comply.

This list is not exhaustive, and Contractors working at Fortescue sites must inform themselves of the legislative (and other) requirements applicable to their scopes of work. Fortescue subscribes to the Environment Essentials platform for updates to legislative and other obligations.

Table 2: Legislation

Act / Regulation / Standards
Rail Safety National Law (WA) Act 2015
Rail Safety National Law (WA) Regulations 2015
Work Health and Safety Act 2020 (WA)
Work Health and Safety (General) Regulations 2022
Work Health and Safety (Mines) Regulations 2022
Workers' Compensation and Injury Management Act 1981

5 HEALTH AND SAFETY ENDORSEMENT

Each contractor dependant on classification will be required to be endorsed as compliant through the prequalification process. Table 3 describes requirements per classification.

Table 3: Deliverables

Contractor Classification	Deliverables required
Monitored	All contractors are required to complete the prequalification process within the Avetta platform. Further requirements on prequalification process are outlined within the Contractor Management Procedure (45-PR-CT-0001). Note: Monitored Contractors who are also appointed as Construction Project Principal Contractors under the *Work Health and Safety Regulations 2022 or Work Health and Safety (Mine) Regulations 2022* will also be required to ensure their Work Health and Safety Management Plan meets the requirements for Principal Contractors.
Managed	All contractors are required to complete the prequalification process within the Avetta platform. Further requirements on prequalification process are outlined within the Contractor Management Procedure (45-PR-CT-0001).
Offsite	Determined as per scope of work.

6 MONITORED CONTRACTOR- PRE-MOBILISATION REQUIREMENTS

Contractors will participate in a pre-mobilisation meeting prior to working on site. This is to ensure that the health and safety systems and process are aligned for scope. This will be led by your Fortescue Contractor Management Representative.

On completion of the pre-mobilisation the information is to be captured in BMS using an activity.

The *Monitored Contractor Health and Safety Pre-Mobilisation Checklist (45-00000-CK-SA-0005).*

7 LEADERSHIP AND COMMITMENT

7.1 Health, Safety, Emergency and Security Policy

Contractors must include a current copy of their Health and Safety Policy as part of their submitted Management Plans.

Policies must include the signature of authorised leadership and include a revision date (no later than 3 years to date).

7.2 Organisation and Resourcing (Span of Control)

Where requested by Fortescue, the Contractor shall apply its span of control in accordance with the guidelines below. The Contractor must undertake a documented risk-based assessment where ratios are exceeded.

The risk-based assessment must consider the Supervisory and Health and Safety support requirements, crew size, the nature of the scope of work, the risk levels for which they are in control of, the remoteness of work locations and the requirement for staff to work outside ordinary working hours.

While actual levels and numbers will vary according to the SoW and classification, the below information in Table 4 (refer to *Maintenance and Shutdown Services Scope of Works 4521OP007D-00000-SW-CP-0001)* and table 5 (refers to **non-maintenance and shutdown services)** is provided as a minimum requirement to establishing Health and Safety Team and Supervision. All resourcing specified refers to on-site resources.

Table 4: Maintenance and Shutdown Services

Role	Support Ratio
Supervisor** < 40 Personnel on site	8:1
Supervisor** > 40 Personnel on site	10:1
Coordinator	40:1

Safety Advisor	60:1
Administrator	80:1
Superintendent	100:1

Table 5: Non maintenance and Shutdown Services

Role	Support Ratio
Leading Hand*	10:1
Supervisor**	10:1
Health and Safety Advisor per scope of work	1
Health and Safety Advisor – day shift	50:1
Health and Safety Advisor – night shift	30:1
Trainer and Assessor	100:1
Training Administrator	100:1
Health and Safety Administrator	100:1
Health and Safety Manager	150:1

** Leading Hand role is to support supervision in monitoring and providing leadership for the works. Leading Hand positions can participate in fieldwork, and the operation of machinery.*

*** Supervisor's sole role must be to supervise and monitor the works. Personnel holding supervisory positions must ensure they do not participate in fieldwork or the operation of machinery.*

NOTE: where a Contractor/s work scope involves less than 20 personnel, the requirement for a dedicated HS resource is to be risk assessed and agreed between the Fortescue Contractor Management Representative and Contractor.

Table 6: Qualifications and Experience

Supervision	Health and Safety
Health and Safety Manager (CV to be submitted to Fortescue for review and endorsement prior to mobilisation)	• Formal qualifications in Occupational Health and Safety • Ten years' experience in a similar industry, as well as seven years in a similar position • Knowledge of legislation, Codes of Practice, and relevant Australian Standards • Understanding of Health and Safety Management Systems, risk management and incident investigation techniques. *NOTE: The Contractor's Health and Safety Manager must engage immediately upon award of the contract, subject to Fortescue approval.*
Health and Safety Advisors	• Formal qualifications in Occupational Health and Safety • Demonstrably competent with at least 3-5 years advisory experience accrued within a similar industry. • Knowledge of legislation, Codes of Practice, and relevant Australian Standards • Understanding of Health and Safety Management System, risk management and incident investigation techniques. • Knowledge and skills in hazard identification and control.
Workplace Trainer	• Formal qualifications in Workplace Training and Assessment

	• Demonstrably competent with at least 2-3 years training experience accrued within a similar industry. • Delivery of high-risk work training within the past 2 years. • Knowledge of legislation, Codes of Practice, and relevant Australian Standards
Supervisor (non-statutory)	• Knowledge of legislation, Codes of Practice, and relevant Australian Standards • Understanding of Health and Safety Management Systems • Understanding of risk management principles • Knowledge and skills in hazard identification and control • Communication skills (including literacy and language)
Statutory Supervisor (mines only)	• Successfully completes an approved WHS risk management unit for statutory supervisors; and • Passes an applicable legislation examination for statutory supervisor (see notes under section 7.4)

7.3 Contractor roles and Responsibilities

Contractors must ensure Health and Safety responsibilities and designated levels of authority are outlined in job descriptions associated with each position of responsibility.

The Contractor must be aware of the legislative obligations relating to their scope of work, and the importance of complying and exceeding minimum requirements where applicable.

The Contractor must document and communicate responsibilities and accountabilities (including Health and Safety responsibilities and accountabilities) for all personnel, including but not limited to:

- Roles and responsibilities.
- Management of statutory controlled activities (e.g., explosives, controlled waste, abrasive blasting) including associated licensing and registration requirements; and
- Health and Safety Commitments.

7.4 Statutory Supervisor Appointments (Mines only)

Under *Schedule 26* of the *Work Health and Safety Regulations (Mining) 2022,* the Site Senior Executive must appoint personnel to specified Statutory Positions, and where deemed via risk assessment. *****

The Appointment process is outlined within the *Fortescue Statutory and Other Appointments Procedure (45-PR-SA-0098).*

In addition to completing prescribed Units of Competency for law and risk, Personnel required to undertake an appointed position must complete the *Statutory Position Awareness (Success Factors REF: 108 303653368) training* or a certified equivalent.

So that accurate records can be maintained, Contractors are required to advise the Health and Safety Compliance team (hscompliance@fortescue.com) within seven (7) days when personnel holding an appointed position resign, cease employment or other change.

***This requirement is currently under transition (r.743) to be completed by March 2025 further details will be communicated.**

7.5 Stop Work Authority

Contractors must have a process in place that outlines an employee's responsibility and authority to stop a task during an unsafe condition or act occurring. Where applicable, personnel must also be informed of the conditions and procedures under which they are to be withdrawn to a place of safety.

This Process must be communicated, and training provided to all personnel.

If a Stop Work Authority has been exercised, Contractors must immediately notify their relevant Fortescue representative that work has stopped and the reasons for stopping the work.

The Fortescue representative will work with the Contractor to resolve any issues and reach consensus to ensure the safe resumption of work at the same location or assign other duties.

7.6 Reward and Recognition

Fortescue has implemented a system of reward and recognition, used to celebrate Health and Safety milestones, and recognise individual behaviours where initiative and/or leadership is demonstrated.

The Program consists of recognition at a number of levels including:

- Level 1: True blue recognition.
- Level 2: True colours recognition.
- Level 3: Northern spirits award.
- Level 4: Great days program (Project Sites)

Contractors are invited to participate in Fortescue's reward and recognition programs and must develop their own Program for implementation internally.

7.7 Fortescue People Experience Survey

Contractors are required to participate in Fortescue's annual People Experience Survey which seeks to understand the workforce view on safety at each location, site, and department.

An invitation, with details on how to participate, will be provided to all eligible Contractors.

8 HEALTH AND SAFETY COMPLIANCE MANAGEMENT

8.1 Legal and Other Obligations Register

Contractors must develop a Legal and Other Obligations Register, which outlines specific Health and Safety, legal and other obligations applicable to its scope of works, and details compliance to such obligations.

The Register must be maintained, communicated, accessible and complied with.

Processes to ensure the Register remains current through the tracking and communication of applicable legislative changes must also be established.

9 HEALTH AND SAFETY RISK MANAGEMENT

Contractors must implement a systematic and structured risk management process, inclusive of a tiered approach to risk management.

As a minimum, this will include a Personal Risk Assessment process (e.g., 5 Step / Take Control), a Job Hazard Analysis process and a higher level, formal risk register / CRAW.

Where a hazard, incident, or risk is required to be reported to Fortescue, the Fortescue Risk Matrix must apply.

Contractors must utilise the hierarchy of control to manage risks to As Low as Reasonably Practicable (ALARP) or So Far As is Reasonably Practicable (SFAIRP) throughout all stages of its work.

The below table provides a summary of the key risk assessment tools used within Fortescue, their timing, and their use.

Table 7: Summary or Risk Assessment Tools (Contractor's equivalent may apply)

Activity	Timing	Use	Attendees
Risk Register / Critical Risk Assessment	Prior to mobilisation and before SoW or variation.	Lists the applicable risks associated with a contractor's scope of work and identifies	Fortescue (CRAW only) and Contractor's key personnel

		likelihood and consequence for the work to be undertaken.	
Team based risk assessment (TBRA)	Prior to complex tasks with high risk during site activities, or as part of change management requirements.	Used where a JHA is not adequate to sufficiently identify hazards or risks associated with complex tasks or significant change.	Fortescue and Contractor's key personnel
Job Hazard Analysis (JHA)	Prior to commencement of a work task, and at hold points. Valid for 7 days.	Conducted by Contractors and authorised by Supervisors to analyse exposures and associated required controls for work tasks.	Personnel involved in the workplace activity
Standard / Safe Work Instruction (SWI)	Prior to commencement of work task	All routine tasks must be carried out under a SWI.	Contractor and personnel involved in the workplace activity
Safe Work Method Statements	Prior to commencement of task	For all high-risk construction work as defined in section 9.6	Contractor and personnel involved in the workplace
Personal Risk Assessment	Assesses a task prior to its commencement	To identify and control hazards and exposures associated with a specific task.	Individual only

9.1 Risk Register / Critical Risk Assessment Workshop (CRAW)

Contractors must establish and maintain a risk register / CRAW specific to its scope of works.

The Contractor may choose to use the Fortescue templates, or their own.

- *Construction Critical Risk Assessment Workshop (CRAW) Guideline (100-GU-SA-0006)*
- *Construction and Projects Critical Risk Assessment Workshop (CRAW) Template (100-0000-TE-SA-0001)*
- *Team Based Risk Assessment (TBRA) Form (45-FR-RK-0001)*

The purpose of the risk register / CRAW is to identify task-based exposures which could result in a fatality or serious injury risk consequence and determine control strategies based upon both the hierarchy of control and positive human behaviours to eliminate the potential for these risks to occur.

Contractors must invite Fortescue personnel to participate in the *CRAW*. The Contractor's Senior Site / Project Managers, Superintendents, Supervisors and Safety and Health Representatives must be involved in the development and review processes.

In addition to the initial workshop, the risk register / *CRAW* is required to be reviewed and updated, including but not limited to the following circumstances:

- As identified during the HAZID workshop, if conducted.
- Interface issues (simultaneous activities).
- On award of extended and/or new scopes of work.
- Upon significant incidents.
- Activities requiring third party specialists, or
- At intervals specified by the Site Management Team.

On completion, the risk register / CRAW must be submitted to Fortescue for review and endorsement. The risk register / CRAW is a live document and updated throughout the SoW as necessary.

9.2 Team Based Risk Assessment (TBRA)

Contractors must prepare a *Team Based Risk Assessment (TBRA)* or the Contractor's equivalent where a *JHA* is not adequate to identify sufficiently the hazards and associated risks with significant change or complex tasks. These should be conducted:

- for complex tasks with a high-risk
- whenever any new plant / equipment, processes or work methods / systems are introduced with a high-risk.
- whenever existing plant / equipment is used in a substantially different manner.
- whenever existing plant / equipment is substantially modified or changed.
- whenever any other changes occur in the workplace which are likely to significantly impact Health and Safety e.g., Simultaneous Operations (SIMOPS)

Prior to task commencement, or where requested by Fortescue, the *TBRA* must be available for review.

9.3 Job Hazard Analysis (JHA)

Contractors may utilise their own Job Hazard Analysis process, provided they meet or exceed the requirements outlined within the *SWI, JHA and Take Control Procedure (45-PR-RK-0005).*

Where the Contractor's procedures do not meet Fortescue standards, the Fortescue procedures must be used by the Contractor.

JHAs must be developed for all site field activities and remain valid for seven (7) days from the time of issue. Photocopied or 'generic' JHAs must not be accepted.

JHAs must include provision for hold and pause points to be identified.

The Contractor must develop a formal process to capture all JHAs (issued and completed) and ensure completed JHAs are retained.

9.4 Standard/Safe Work Instruction (SWI)

All routine tasks must be carried out under a Standard / Safe Work Instruction (SWI), unless a JHA will be used. Contractors may utilise their own SWI process provided they meet or exceed the requirements outlined within the *SWI, JHA and Take Control Procedure (45-PR-RK-0005).* The SWI must detail:

- How the task will be completed.
- People involved in the task.
- Equipment to be used for the task.
- Management of change during completion of the task.
- A measure to manage risks associated with activities.

The hierarchy of control must be used to reduce all Health and Safety risk to as low as reasonably practicable (ALARP), or So Far as is Reasonably Practicable (SFAIRP).

9.5 Safe Work Method Statements (High-Risk Construction Work Only)

Contractors and personnel who undertake high-risk construction work are required to develop a Safe Work Method Statement (SWMS) for activities (as defined in the below table).

Where SWMS are required, the Contractor must also detail their arrangements for collecting, assessing, monitoring, and reviewing the SWMS at the workplace.

Please refer to the *Principal Contractor- Construction Work Health and Safety Management Plan 45-PL-SA-0019* for more detailed information.

Table 8: Activities Requiring Safe Work Method Statements (SWMS)

Description of High-Risk Work	Description of High-Risk Work
Involves a risk of a person falling more than 2 metres	Work carried out on a telecommunication tower
Involves demolition of an element of a structure that is load bearing or otherwise related to the physical integrity of the structure	Involves, or is likely to involve, the disturbance of asbestos

Involves structural alterations or repairs that require temporary support to prevent collapse	Carried out in or near a confined space
Carried in or near a shaft or trench with an excavated depth greater than 1.5 metres, or a tunnel	Involves the use of explosives
Carried out on or near pressurised gas distribution mains or piping	Carried out on or near chemical, fuel or refrigerant lines
Work carried out on, in or adjacent to a road, railway, shipping lane, or other traffic corridor that is in use by traffic other than pedestrians	Is carried out in an area at a workplace in which there is any movement of powered mobile plant
Carried out in an area in which there are artificial extremes of temperature	Carried out in or near water, or other liquid that involves a risk of drowning
Involves diving work	Carried out on or near energised electrical installations or services
Carried out in an area that may have contaminated or flammable atmospheres	Involves tilt-up or precast concrete

9.6 Personal Risk Assessments (Take Control / 5 Step)

A personal risk management process is designed to assess a task prior to its commencement for the purpose of identifying and controlling hazards and exposures associated with that task and are conducted individually.

Contractors may utilise their own process, or adopt *Fortescue's SWI, JHA and Take Control Procedure (45-PR-RK-0005).*

NOTE: A Personal Risk Assessment (or approved equivalent) does not substitute the requirement for a JHA.

9.7 Hazard Observation, Reporting and Management

Contractors must have a system for reporting and managing hazards within their workplace.

Hazards must be closed out immediately where possible.

Where additional action is required to close out an action, the hazard must be tracked / logged and monitored for completion.

Where Fortescue action is required to close out or address a hazard, Contractors must enter these into BMS for tracking.

9.7.1 Identify then Rectify (ITR)

Contractors must participate in Fortescue's *Identify then Rectify Program (Refer to Procedure 45-PR-SA-0096)*. This injury prevention program aims to:

- Identify and target the cause of exposure that could lead to a potential injury.
- Reduce and rectify exposure.
- Proactively work to prevent injuries, rather than reacting.

Ideas can be entered into BMS for assessment and review.

9.8 Change Management

Contractors must maintain a process that effectively manages changes to plant, equipment, process, or procedure, whether planned, sudden, or gradual.

The process must ensure that:

- changes are identified, evaluated, approved, and conveyed prior to commencement of work.
- includes a systematic method of assessing the risks and the impacts associated with the change.
- personnel who initiate, review, or authorise change are trained in the change management process.
- key stakeholders impacted by the change and commencement of work are consulted, and where practicable, involved in the change management process.
- changes are tracked, documented, and communicated to all those who may be affected prior to implementation; and
- the change is reviewed post-implementation to ensure Health and Safety risks are controlled.

Changes required to be reviewed and endorsed by Fortescue (i.e., Prohibited, or restricted items, long-term roster changes, deviations to major hazard requirements) must be managed in accordance with Fortescue's *Change Management Procedure (45-PR-SA-0075).*

10 HEALTH AND SAFETY PLANNING, GOALS, AND TARGETS

10.1 Fortescue Key Performance Indicators

The following provides a summary of Fortescue's Key Performance Indicators.

Table 9: Fortescue Key Performance Indicators

Frequency Rate/KPI	Target
12 Month Total Recordable Injury Frequency Rate (TRIFR)	Refer to Company Targets for Financial Year

Contractors HSMS and Major Hazard Compliance Audit	Rated “Compliant” **or** If “Non-compliant”, actions closed by agreed timeframes with no extensions.
Contractor KPI requirements	As per section 10.2

NOTE: frequency rates are based on 1 million man-hours (12 months rolling average)

10.2 Leadership Key Performance Indicators

Contractors must implement Health and Safety key performance indicators (KPI) (both lead and lag indicators) in alignment with this Specification and supporting documentation. KPIs must detail:

- targets for lag indicators.
- minimum KPIs for the completion of site inspections, behaviour-based observations, audits, and critical control monitoring (or equivalents); and
- minimum KPIs for Supervisors, Senior Management, and Health and Safety personnel.

Additional KPIs may be required, as determined by Fortescue.

10.3 Health and Safety Performance Reporting

Contractors will be provided with access to Fortescue’s Business Management System (BMS) and will be able to measure and report against Health and Safety KPIs monthly. KPI reports are required to be entered into BMS by the Contractor, no later than 2pm on the second working day of each month.

Additional reporting requirements may be specified as per Contract conditions and in the *Contractor Management Procedure (45-PR-CT-0001)*.

11 HEALTH AND SAFETY AWARENESS, COMPETENCE, AND BEHAVIOUR

11.1 General Training Requirements

The Contractor must ensure the following:

- Personnel arrive on site in a work-ready manner. This includes completion of all pre-site mandatory training requirements, inductions, and verification of competencies required to undertake their job role.
- A process to track expiry dates on training and certification is implemented.
- A process to ensure the training matrix is current and up to date.

- A process to ensure supervision and HSE have access to the training matrix.
- A process for training, mentoring, and supervising new / inexperienced employees.
- An updated training matrix is provided to Fortescue on request.
- Personnel appointed to statutory roles are demonstrably trained and competent.

Training documentation must include the following deliverables as a minimum:

- Training Needs Analysis – identifies the necessary training, licenses and competencies required for specific roles within the organisation.
- Training Matrix – a complement to the Training Needs Analysis and includes specific details of an individual's training, licenses and competencies completed or outstanding. The training matrix is also required to track validity and expiry periods.

Fortescue will undertake verification audits from time to time to ensure personnel hold the necessary training and competencies required.

11.2 Pre-Mobilisation and Induction Training Requirements

All personnel working on Fortescue are required to meet the requirements outlined in *Prerequisite and Induction Procedure (45-PR-SA-0076),* including the nomination and training of a Vendor Administrator to administrate the SuccessFactors CMS (Contractor Management System) Portal.

Induction requirements vary across sites, and type of worker. Contractors must ensure all induction and prerequisites are met prior to mobilisation to site.

11.2.1 Construction Activities (Applies to mines and non-mines)

All personnel who are required to carry out construction work are required to complete a General Construction Induction (CPCCWHS1001).

The *Prerequisite and Induction Procedure (45-PR-SA-0076)* provides further details on the type of activities likely to be considered construction work.

11.3 Verification of Competency

Contractors must implement a system to verify competency of personnel that meets or exceeds the *Training and Assessment Procedure (100-PR-TR-0003).*

The verification of competency (VOC) process must include:

- Holders of high-risk work licences must be verified for competency.

- Verification of competency relating to licenses for plant operation and equipment use.
- Personnel engaged for a specific role must complete relevant VOCs prior to mobilisation to Site in accordance with Pre-requisite and Induction Requirements (45-PR-SA-0076) NOTE: It is understood that additional VOCs may be required during the execution of works.
- Existing VOCs can be accepted provided they are dated within 5 years.
- VOCs are to be make and model specific.
- VOCs linked to High-Risk Work Licenses (HRWL) must expire after 5 years, or where the associated HRWL expires.
- VOCs are to be conducted by:
    - Registered Training Organisation (RTO); or
    - Suitably experienced person who is a subject matter expert (SME) and holds a Training and Assessment qualification; or
    - A suitably experienced person who is a SME with an individual who holds a Training and Assessment qualification.

11.4 Contractors Site Specific Induction

Contractors must implement their own Scope Specific Induction for their personnel. This induction must include details of their scope of work, critical risks, controls, radio channels, incident, and emergency escalation information.

11.5 Behavioural Based Safety Program

Contractors must develop and implement a Behaviour Based Safety (BBS) program that adopts a tiered approach targeting both leadership activities for management personnel and a workforce interaction program. The BBS program must include:

- Clear roles and responsibilities.
- Development and implementation of KPIs for both management and workforce personnel.
- Tracking of information gathered because of observations undertaken.
- Tracking and close out of action items resulting from observations undertaken.
- Appropriate training to support the program.
- Individual and team recognition for valuable field leadership program input.

Contractors must implement a process for BBS trend analysis.

If Contractors have committed to use Fortescue's Behavioural Based Safety Program, Contractors will also be required to enter Field Leaderships into the BMS system.

If Contractors are using their own Behavioural Based Safety Program, then they are only required to report on the total number of Behavioural Based Safety activities at the end of the month as part of the Monthly KPI reporting in BMS.

11.6 Supervisory Training

Contractors must ensure their delivery of appropriate information, instruction, training, and adequate supervision to work safely. Supervisors must be non-working (i.e., Not on machinery or tooling) and must demonstrate leadership, capability of making decisions, planning and allocation, facilitation, and communication, and consult and monitor performance.

Supervisory training requirements differ for each Contractor class. A summary is provided below:

Table 10: Guidance on Training Requirements for Contractors

Contractor Classification	Requirement
Monitored Contractors	Training program that includes the following core competencies as a minimum: • Relevant experience and knowledge in the area they are supervising. • An understanding of the nature and hazards of the job • Ensures risk are at an acceptable level by identifying hazards, assessing associated risks, establishing appropriate controls, and monitoring their effectiveness. • Knowledge of legislation, mandatory Australian Standards and Codes of Practice • Understanding of the Health and Safety management system • Understanding of the work undertaken and the correct process • Communication skills (including literacy and language) • Safety Accountability (Online)
Managed Contractors	Fortescue must ensure Supervision (including where Leading Hands are required to act as Supervisors) have completed the below, within three (3) months of mobilisation: • Environmental Legislation (Online) • Major Hazard Leadership Awareness (Online) • Respect in the Workplace for Leaders (Online)

	• Ethical Behaviour at Fortescue (Online) • Safety Accountability (Online) • Conduct Field Interactions Theory (Online) • Managing Fatigue Supervisor (facilitated)

11.6.1 Leading Hands

Leading Hands must also be provided with the necessary training to be able to adequately perform their role in assisting Supervision. This may include, but not be limited to:

- Expectations of role responsibilities and accountabilities.
- Step-up training where personnel holding Leading Hand positions are required to act in a Supervisory capacity from time to time.
- A Training Plan that outlines the development pathway from Leading Hand to Supervision, and incorporates the competencies outlined in table 5.

12 HEALTH AND SAFETY COMMUNICATION, CONSULTATION, AND REPORTING

Contractors must develop procedures that align communication and consultation processes with Fortescue's *Work Health and Safety Communication & Consultation Procedure (45-PR-SA-0103)* so that the following is communicated to personnel on a regular basis:

- Health and Safety performance.
- Incidents, hazards, and risks.
- Shared learnings from both internal and external events.
- Procedural changes; and
- Health and Safety obligations.

Contractors must ensure that the procedures include the method by which personnel and visitors' access Health and Safety procedures and other documents is described and communicated to personnel.

12.1 Shift Handovers

Contractors must implement a formal shift handover process which includes a written handover between supervisors of the incoming shift to outline any health and safety issues, including the state of the mine/plant that may impact on health and safety.

12.2 Health and Safety Meetings

Contractors must develop and implement structured methods to communicate Health and Safety matters. As a minimum:

Table 11: Health and Safety Meetings

Meeting type	Frequency	Outcome
Pre-Shift Meetings	Each shift	To ensure information exchange
Contractor Toolbox Meeting	Weekly	Open forum for personnel and Site Management Team to discuss Health and Safety
Safety Committee Meetings	Monthly (Or as per site dependent)	Open discussion attended by Health and Safety Representatives from various workgroups across the site.
Leadership Meetings	Monthly	Enables discussion between both Fortescue and Contractor Management Teams (Fortescue and Contractor)
Contractor Progress Meeting	As per Contract requirements	To ensure information exchange
* SIMOPS Meeting	Site-dependent	Fortescue and Contractors 6 week look ahead and identification of interfaces
* Contractor Safety Forum (Site)	Quarterly	Open forum for personnel and Management Team to discuss Health and Safety innovations and improvement strategies across the Project or Site.
* Incident review meetings	Site-dependent	Review of incidents from the previous reporting month. Contractors are to present their incidents, learnings, and strategies on how they are managing risk.

*Denotes meetings that are facilitated by Fortescue. Contractors must ensure attendance of key stakeholders and active participation from the contracting partners.

12.2.1 Pre-start Meeting

Contractors must ensure a Pre-start Meeting is held at the commencement of each shift for all teams. The meeting must provide a debrief on the last 24 hours, and provide a lookahead for the shift ahead including:

- Each person's responsibilities.
- Major hazards.
- Interface activities.
- Weather impacts.
- Permit and isolation requirements, and
- Blasting times if relevant.

12.2.2 Contractor Toolbox Meetings

The Contractor must conduct weekly toolbox meetings and permit Fortescue representatives to be present for the duration of the toolbox. The meeting must be conducted for all Contractors and shifts and be an open forum of communication and discussion of Health and Safety matters.

Health and Safety meeting agendas should include but not be limited to the following discussion points:

- Reward and recognition.
- Review of incidents.
- Documented information for subject matter presented.
- Issues arising from the meeting.
- Actions arising from meeting issues.
- Responsible person(s) for any actions and timeframes for completion

Interaction in these meetings must be encouraged for all attendees. Overview sessions may be conducted for any employees absent from site (e.g., on leave) at the time of the initial meeting. Special meetings to address additional issues must be convened as required.

12.3 Health and Safety Notices and Alerts

Fortescue may issue notices and/or alerts to notify workers of Health and Safety related incidents or events with the potential to affect the Contractors work, or for shared lessons learnt.

Contractors are required to relay notices or alerts to workforce personnel through Pre-start and/or Toolbox Meetings and display on Health and Safety noticeboards for information.

12.4 Elected Safety and Health Representatives

The Safety and Health Representative (SHR) play a key role in the promotion of safe work practices by representing their fellow workers on safety and health matters and raising and discussing safety issues and concerns with employers and/or managers so they can work together and arrive at solutions to make the workplace safe.

Contractors must have elected an SHR for their work group with elections in accordance with the relative legislative requirements.

Contractors must ensure SHR has attended an accredited training course within the first three (3) months of election.

Contractors must:

- assist the SHR to perform their duties.
- be notified about inspectors' visits and make time available for participation.
- implement an effective process to ensure a SHR is informed of accidents, incidents, and/or dangerous occurrences; and
- support their involvement and participation with the incident investigation and contribution to investigation findings.

12.5 Health and Safety Resolution

Fortescue's *Health and Safety Issue Resolution Procedure (45-PR-SA-0078)* defines a process for resolving Health and Safety issues within the workplace.

Contractors must have a process that meets and/or exceeds this procedure, and ensure this process is communicated to their personnel and is displayed or readily accessed by all employees.

13 DOCUMENTATION, DOCUMENT CONTROL AND RECORDS MANAGEMENT

13.1 Contractors Document Control and Records Management

Contractors must develop, implement, and maintain a document control and records management system.

The Contractor must ensure that the process by which their personnel and visitors' access Health and Safety procedures and other documents are described and communicated.

13.2 Fortescue Supplier Portal and access to Health and Safety documentation

Contractors will be able to request access to the Fortescue PIMS Supplier Portal (web-based portal) so that access to relevant Health and Safety documentation can be obtained.

Requests for access should be made to pms@fmgl.com.au

Information on how to access and use, the Supplier Portal will be provided to the Contractor once access has been granted.

13.3 Fortescue Contractor Hub

A Contractor can obtain access to the Contractor Hub (Extranet). If a contractor does not have access to the Contractor Hub, request for access should be made to hscontractors@fmgl.com.au

14 WORKPLACE HEALTH AND HYGIENE

14.1 Fitness for Work

The Contractor must implement a process which meets or exceeds the *Alcohol and Other Drugs Procedure (100-PR-SA-0013)*.

Contractors must ensure personnel participate in the Fortescue onsite alcohol and drug screening program. Personnel are required to attend Alcohol and Other Drugs testing within the specified time as per the notification email.

Contractors will conduct their own random alcohol and other drugs testing program each month on 10% of their personnel, with 10% of those selected required to resubmit for a retest within the same shift. This testing can be conducted on or off site at the Contractors own premises / registered testing facility (testing must conform to the requirements of Australian Standard AS/NZS 4308:2008).

Contractors must ensure their personnel are fit for the work they will be required to perform.

14.2 Pre-Employment Medicals

Contractors must ensure their personnel are medically fit to undertake their role by:

- Ensuring personnel undertake a risk-based pre-employment medical and physical fitness assessment for defined job roles, by way of a qualified third-party medical provider and in accordance with the *Health and Safety Contractor Pre-Engagement Medical Procedure (45-PR-MM-0009). Rail worker, Marine and Aviation medicals to also comply with this procedure.*
- Where an individual has been identified as having a Higher Health Risk, this is to be identified in the Contractor Mobilisation System Fitness for Work questionnaire. A letter from a Medical Practitioner and or Health Management Plan must be approved from the Fortescue Contractor Medicals team prior to mobilisation.
- Assessments must NOT be dated any greater than:
    - Pre-employment Medical twelve (12) months prior to the individual's mobilisation date; and
    - Drug and alcohol testing 28 days prior to the individual's mobilisation date.

14.3 Fatigue Management

Contractors must develop and implement a Fatigue Management Plan that provides guidance in the effective management of fatigue related risks. This must include a risk assessment for the roster being worked, and a process for fitness for work self-assessment.

This Plan must meet the minimum standard and requirements set out by the *Working Hours Code of Practice 2006 (WA)* and the Fortescue *Fatigue Management Procedure (45-PR-MM-0006).*

Prior to mobilisation the intended roster must be approved by Fortescue.

Where Nightshift activities are required to be undertaken, a separate Nightshift Management Plan must be developed and approved by Fortescue prior to commencing nightshift activities.

For one-off roster extensions required for short coverage and to maintain safe staffing levels, the *HSES Roster Compliance Assessment Tool Checklist (45-CK-MM-0001)* must be completed and sent to the Site Fatigue Officer for co-ordination of assessment. Details to also include in the request:

1. Current roster (e.g., 2:1; 3:1 etc)
    (a) Date that the individual flew in/started work.
    (b) Any Rostered Days Off (RDO) taken.
    (c) Type of RDO e.g., half shift or full shift
    (d) Hours worked, including the start and finish time of the shift.

2. Proposed roster extension

    (a) Any proposed RDOs to be taken and type of RDO e.g., half, or full shift.

    (b) Date planning to fly out, advise if AM or PM flight.

14.4 Manual Handling

The Contractor must have all personnel complete manual handling training, either internally or facilitated by a third party of their choice, prior to commencing work on site. The Contractor must also incorporate manual handling activities within their JHA to identify controls to minimise risks in accordance with the Hierarchy of Controls. For example:

- Elimination (modifying the workplace, the work task, or the equipment to eliminate the need for manual handling).
- Substitution e.g., replacing steps with ramps.
- Engineering e.g., using hoists rather than carrying loads upstairs, supplying adjustable-height work surfaces; and
- Administrative e.g., introducing task sharing or job rotation.

14.5 Mental Health and Wellbeing

Contractors must have a strategy in place to manage mental health and wellbeing, including:

- Promotion of mental health and well-being to personnel.
- Identifying and addressing risk and protective factors.
- Modifying or eliminating psychological risk factors that may affect mental health.
- Providing knowledge and skills to identify and respond to mental ill-health in the workplace.
- Promoting recovery from mental ill-health using return-to-work programs, employee assessment, and individual coping and/or management strategies.
- Providing an Employee Assistance Program (EAP) for personnel, with contact information visible in common areas and facilities.
- Ensuring incidents relating to mental ill-health are reported and managed.

The Contractor may also be required to participate in Fortescue's own health promotion programs, including:

- Mental Health Training (Provided by Fortescue Chaplains) or

- Mates in Construction training (Projects sites only)

14.6 Heat Stress and Related Illness

Contractors must develop and implement a program to prevent heat related illness that aligns to Fortescue's *Heat Management Procedure (45-PR-SA-0094)* and includes:

- A system that monitors for high temperatures.
- Necessary planning to adjust scheduled work activities as applicable.
- Training and awareness to ensure familiarity with the signs of heat stress and related illness, and control measures to prevent the onset of such illness.
- A program of acclimatisation of new personnel to the hot climate.
- A requirement for all personnel to wear suitable clothing for the work to be performed.
- Provision for drinking water, sunscreen dispensers, and shelter / shade; and
- A process is developed to manage hydration testing, including the management of test results and regularity of testing.

14.7 Health Surveillance

Health surveillance is used to identify early changes or adverse health effects to enable intervention to prevent irreversible changes or disease. It includes audiometric testing, and health monitoring. Contractors must ensure they have a system that meets or exceeds the Fortescue *Health Surveillance Procedure (100-PR-SA-0032) and* considers audiometry and health monitoring in accordance with section 14.7.1 and 14.7.2 below.

14.7.1 Hearing and Noise Protection

All Contractors must ensure they have a process which meets or exceeds the *Occupational Noise Management Procedure (45-PR-SA-0057):*

- Ensure audiometric testing is undertaken, as a minimum, within 3 months of employment, and every 2 years where hearing protection is required to be worn.
- Audiometric testing and assessment of audiograms is conducted by a competent person, in accordance with *AS/NZS 1269.4:2014 Occupational noise management – Auditory Assessment.*
- Assess potential noise exposure risk and control.
- Have in place a policy or standard in relation to the acquisition of quiet plant and equipment.

- Where noise cannot be reduced below the relevant noise action levels designate mandatory hearing protection is required.
- For designated mandatory hearing protection areas, implement a hearing conservation program; and
- Provide personnel with hearing protection training.

14.7.2 Health Monitoring

- A risk assessment is conducted that identifies health risks and is reviewed on a regular basis.
- Health monitoring for hazardous substances must be undertaken where there is a risk of exposure to any substance listed in Schedule 14 of the *Work Health and Safety (General) Regulations 2022, and Work Health and Safety (Mines) Regulations 2022,* including:
    - Baseline health monitoring during the pre-employment medical where the role is exposed to the Schedule 14 substance; and
    - Periodic health monitoring is conducted (annually, except where specified for a particular substance such as in the case of silica).
    - The health monitoring is conducted or supervised by a medical practitioner, trained to conduct health monitoring.

14.8 Occupational Hygiene Management

Contractors must implement a process which meets or exceeds Fortescue's *Occupational Hygiene Management Procedure (45-PR-SA-0058).*

Alternatively, Contractors can commit to actively participate in Fortescue's implementation of the Occupational Health and Hygiene Program by:

- Characterising the workplace, to consider health hazard identification and similar exposure groups.
- Conduct a qualitative exposure assessment, and have it reviewed every two years unless significant change occurs to the operation. This assessment must be conducted by a person competent in occupational hygiene.
- Develop and implement an occupational hygiene monitoring plan, including requirements for baseline and routine exposure monitoring. Where required, non-routine monitoring may also be required due to the nature of work.
- Implementing controls to reduce exposures, and ensure these controls are verified.

Health monitoring for team members who are potentially exposed to hazardous chemicals such as silica in dust during their workday must ensure the relevant controls are implemented. Please review the list of roles and sites that have been deemed as requiring health surveillance for silica -*100-MX-SA-0032 Similar Exposure Group - Silica Health Monitoring.*

Where the application of respiratory protection is required, Contractors should ensure the appropriate fit testing is undertaken as per *AS/NZS 1715:2009* and records kept and maintained.

14.9 Health and Lifestyle Awareness

Contractors must develop and implement health and lifestyle programs to increase personnel awareness of health issues such as smoking and nutrition.

Programs must consider both on-site and off-site issues, and the general profile of the workforce.

14.10 Smoke Free Workplace

Smoking is restricted to sections signposted ‘designated smoking area’. Smoking is not permitted whilst driving a vehicle, or in any enclosed workplaces.

Workgroups must install and maintain designated smoking areas and provide approved (Butt-Out) receptacles for correct cigarette butt disposal, within their defined work areas.

Contractors must adhere to the Camp Rules smoking policy.

14.11 Facilities Hygiene

Contractors must provide cribbing, toilet, and hand washing facilities for personnel use where:

- personnel can eat without direct exposure to work activities or be exposed to any chemicals, fumes, or airborne contaminants from nearby processes or activities.
- adequate number of waste receptacles, equipped with a secure fitting lid, and emptied daily.
- potable water must be provided.
- washing facilities with hand soap and toilet facilities with an adequate supply of toilet paper.
- food must be kept separate from chemicals and similar non-food items; and
- serviced and maintained in good working order with regular cleaning suitable for personal use.

Contractors responsible for preparing and handling food must ensure they comply with HACCP food safety requirements.

The Contractor must seek approval from the local Shire for ablutions with a belly tank in accordance with *Health (Treatment of Sewage and Disposal of Effluent and Liquid Waste) Regulations 1974*. Evidence of approval is to be provided to the Principal on request.

Camp wastewater treatment plant operators are also responsible for the Department of Health approvals at the main sewerage facilities in camp.

15 ASSET MANAGEMENT

15.1 Safety in Design

Contractors whose scope of work also includes a design component must have a system to ensure safety in design is considered throughout the life cycle of any:

- building or structure.
- plant or equipment.
- chemicals or other hazardous substances; or
- any system of work or process associated with a workplace or interface with people.

The Safety in Design process must include:

- Designated hold points
- Specified reviews at the above hold points.
- The use of recognised hazard and risk identification processes (such as Failure Mode Effect Analysis, Human Reliability Assessment, Hazard and Operability Studies, Fault Tree Analysis etc)
- Attendance and/or review by competent personnel.

15.2 Commissioning Management Plans

Workgroups must ensure a risk-based Commissioning Plan is developed and subject to review and approval by Fortescue, prior to commissioning activities being carried out.

15.3 Security

15.3.1 Site Security and Access

Access must be restricted to authorised personnel only, identified by appropriate Fortescue-issued access cards, or visitors' badges as applicable.

All Contractors must agree to follow the security procedures for the Site.

15.3.2 Behaviour

Contractors are responsible for the behaviour of their own personnel, and ensuring they abide by rules as communicated during inductions and accommodation check-in. Where practicable, senior representation must be at all accommodation facilities and contacts provided.

Personnel in breach must be subject to disciplinary action in accordance with the Work Group's own policies and may result in Fortescue withdrawing their accommodation.

16 CONTRACTORS AND SUPPLIERS

16.1 Subcontractors Evaluation, Selection and Award

Contractors must utilise a systematic process for the evaluation, selection and monitoring of Subcontractors and Suppliers to ensure they meet the requirements outlined in this Specification and its reference documentation.

Approval from Fortescue is required for all Sub-Contractors, subject to the Contract conditions.

This must include the following minimum requirements:

- Utilising a structured process to determine the capability of the proposed Subcontractors in satisfying Fortescue and the Contractor's own expectations and requirements; and
- Contract documentation incorporates Health and Safety requirements for formal communication of Fortescue and Contractor's Health and Safety expectations and requirements occurs.

16.2 Guidance on Management System Requirements

Contractors and any Subcontractors must ensure the following is implemented:

- This Specification and other Fortescue Health and Safety documents outline minimum requirements.
- Monitor and review Subcontractor compliance and performance.
- Contractors are accountable for ensuring incidents, hazards, and actions are closed out by their Sub-Contractors, and these will be attributed to the Contractor that Fortescue has engaged.

If Fortescue has concerns, issues, or actions to raise in relation to the performance of a Subcontractor, the primary discussion will be with the Contractors.

Non-compliance or continued poor performance must be managed in accordance with the Contract.

All Contractors, including any Subcontractors utilised, must be required to participate in Fortescue's Health and Safety Assurance Programs, as requested.

16.3 Ongoing Subcontractor Management

Contractors must ensure a system to manage their Subcontractors' Health and Safety performance.

This system must include:

- evaluation, monitoring, auditing, and control processes.
- integration between Contractors and Subcontractors Health and Safety management systems.
- the provision of active and continuous oversight of Subcontractors to assist in verifying compliance with contractual and Health and Safety Management Plan requirement.
- active monitoring of Subcontractors against a set of Health and Safety performance indicators.
- a systematic approach for managing Subcontractors non-compliance; and
- ongoing feedback and consultation.

Subcontractors will work under the policies and procedures which have been approved for the Principal Contractor by Fortescue.

17 EMERGENCY MANAGEMENT

17.1 Overarching Project and Site Emergency Response Plan

Site and Project-specific Emergency Response Plans outline the specific emergency management arrangements for their site (Refer *Appendix 1 – Project and Site-Specific Management Plans)*. Contractors are referred to these plans for information, reference, and guidance, as well as further references to threat-specific sub-plans.

17.2 Emergency Response Planning for Contractors

Contractors are required to develop and implement an Emergency Response Plan to manage first response (0-30 minutes) requirements of emergency events relevant to its work area and/or scope of works. Fortescue must sign-off the plan prior to mobilisation.

As a minimum, Contractors' emergency response arrangements must:

- be aligned with identified credible emergency situations as identified by the risk assessment.
- ensure consistency and alignment with the Australasian Interservice Incident Management System (AIIMS).
- describe the Contractors worksite and corporate emergency control organisations.
- define the roles and responsibilities for the emergency control organisation.
- describe interface management factors between Contractors, Fortescue and third parties.
- provide emergency response training for personnel in the Emergency Response Team (ERT) and for non-responders (i.e., persons not ERT assigned and not required for specific emergency duties).
- describe the requirements for a structured program of simulations, drills, and exercises for the various types of emergencies; the frequency to be defined by the risk rating.
- provide equipment necessary to manage potential emergency events and describes methods of how such equipment must be transported to the incident scene.
- address requirements for emergency egress routes.
- identify shelter areas for the assembly and accounting of personnel and evacuation procedures.
- Provide established criteria for determining when suspension of operations is required.
- determine when and how operations resume after an emergency occurs and under whose authority.
- ensure there are sufficient numbers of suitably trained emergency response personnel trained in handling emergencies consistent with their scope of work.
- ensure emergency response equipment must be compliant with their applicable statutory and risk-based requirements, are fit for purpose, available in sufficient

quantities, inspected, tested, maintained in serviceable condition, and calibrated where necessary.

- describe available internal and external resources for technical and logistical support.
- describe how the incident management process (i.e., notification, classification, incident investigation, reporting) is integrated into emergency preparedness and response.
- measure emergency preparedness and response efficiency from assessment processes and KPIs; and
- define, test, and provide adequate resources for the implementation of rescue plans associated with high-risk activities and tasks.

17.3 Inclement Weather

17.3.1 Cyclone Preparedness and Response

Contractors must develop and implement a cyclone management plan that is aligned with the Site and Project-specific Cyclone Emergency Management Plans. Refer to *Appendix 1 – Project and Site-Specific Management Plans* which specifies the Site and Project-specific overall co-ordination and preparation to enable a timely and effective response to cyclones.

Contractors must submit prior to mobilisation, a cyclone management plan that:

- meets the requirements outlined in the overarching Fortescue documents.
- details the Contractors overall co-ordination, preparation, and response to cyclones.
- details how the Contractors and Fortescue's documents and processes will integrate.
- details the Contractors plans, processes, and inspection requirements for securing their work area; and
- details equipment and engineered tie down requirements necessary for securing the work area.

17.4 Fire Prevention and Protection

Contractors must ensure procedures relating to fire prevention and protection cover topics such as:

- fire equipment and extinguishers.
- trained and competent personnel in fire response.

- smoking controls.
- flammable and combustible liquid / gas storage.
- welding and cutting procedures (if applicable); and
- appropriate number of firefighting equipment and personnel are trained in the use of the equipment.

17.5 First Aid Requirements

Contractors must:

- provide enough qualified first aid trained personnel for each work area or team, at a ratio of a minimum of one for each ten (1:10) people in the work area or team.
- be responsible for initial care and treatment of injured persons until Fortescue Emergency Services assumes control.
- ensure adequate resources for the initial care inclusive of the initial assessment and management of personnel because of an activated rescue plan during high-risk activities.
- supply enough first aid kits in accordance with *WorkSafe Code of Practice – First Aid in the Workplace* and as outlined in the Contractor's scope of works or contract; and ensure all road going vehicles have a standard first aid kit.

17.6 Emergency Response Team Requirements

Where applicable to their scope of work, Contractors must ensure they make available the necessary number of personnel for Emergency Response Team (ERT) training, exercises, and response as required.

18 NON-CONFORMANCE, INCIDENT MANAGEMENT AND INVESTIGATION

18.1 Minimum Requirements

Contractors must implement Fortescue's *Incident Event Management Procedure (45-PR-SA-0080)* including:

- The activity must stop, the area made safe, and the work area is preserved whilst evidence is gathered for investigation purposes.
- All work is to be discontinued following any significant incident as soon as it is safe to do so. Work must not resume until all temporary actions have been implemented, and approval provided by Fortescue.

For all incidents, Contractors must immediately notify their Fortescue representative by phone and provide immediate known details. Contractors must:

- notify Fortescue as soon as reasonably practicable, within the shift in which the incident / event occurred of all incidents.
- complete an initial incident summary and send an email to Fortescue, within the same shift of the incident occurring; and
- conduct an appropriate level incident investigation in accordance with the Incident Event Management Procedure (45-PR-SA0080) and required timeframes.

For Recordable Injuries and Significant Incidents:

- Send a draft ICAM within seven (7) days of the date of the incident for Fortescue to review the progress.
- Prepare the Fortescue significant incident ICAM presentation (template to be provided by Fortescue) and submit to the principal for review within ten (10) days of the date of the incident.

In addition, Fortescue reserves the right to conduct investigations for an incident. Contractors must commit to assist in this regard as required in a timely fashion.

18.2 Incident Management

Contractors must maintain a register of all incidents occurring within its work scope and present trend analysis to Fortescue as a part of the contractor monthly incident review meeting.

Contractors must enter all incidents, investigations and manage actions into BMS. Contractors are automatically granted access, using their SuccessFactors logons.

Training will be provided to all personnel interacting with BMS on how to use the system, and expectations around type and quality of information to be entered.

18.2.1 Incident Reporting Timeframes

All incidents are required to be reported, investigated, and closed out in accordance with the *Incident Event Management Procedure (45-PR-SA-0080).* All supporting information used in the incident investigation is to be uploaded into BMS.

18.2.2 Incident Corrective Actions

The Contractor must ensure that during the corrective action development process the hierarchy of controls are considered for each action, and as a part of the investigation report. For significant incidents, at least one hard control must be developed and implemented as a corrective / preventative action.

The Contractor must provide an outline of all alternate corrective actions which were considered and reasoning as to why those corrective actions could not be implemented to mitigate recurrence.

Contractors must provide evidence of action close out.

18.2.3 Reporting to External Stakeholders

There are reporting requirements to external stakeholders (i.e.: DMIRS, ONRSR, WorkSafe) under various Acts and Regulations.

- For all notifiable incidents, the Person Conducting a Business or Undertaking (PCBU) is responsible for determining who is responsible for notifying the Regulator.
- Mining Only: For all reportable incidents, the Site's delegated person (actual title may vary) must notify the Regulator via entry into the SRS System.
- For all Rail Safety incidents, Fortescue's Principal – Accreditation, must be responsible for ensuring ONRSR is notified.

18.3 Injury Management

Contractors must ensure there is a system in place to assist injured workers in returning to work as soon as medically appropriate and as such, the Contractor must:

- have an Injury Management Procedure/Plan and supporting processes for the effective management of injuries and rehabilitation of injured workers.
- have this Plan align to Fortescue's *Injury Management and Workers' Compensation Procedure (45-PR-MM-0002)*
- ensure the process includes a mechanism to inform personnel in control of the workplace of restrictions and/or capabilities of the individual.
- have a nominated Return to Work Co-ordinator (may be aligned to an existing position). Details of the Return-to-Work Co-ordinator must be provided to Fortescue's Health and Safety team at mobilisation.
- comply with the *Workers' Compensation and Injury Management Act 1981;* and
- provide updates on injured workers' status to Fortescue team at each progress review, or at least monthly for long-term reportable injuries.

19 HEALTH AND SAFETY AUDITING AND MONITORING

19.1 Inspections

Contractors must develop, implement, and update, as required, an inspection schedule that defines the type, area and/or location, frequency, and responsible person(s) for conducting the inspection. This includes the work area and specific equipment inspections (e.g., certified plant, cranes, etc.) at a minimum.

Contractors must also:

- ensure management personnel lead daily Health and Safety inspections.
- ensure the system addresses deficiencies and/or issues identified during the inspections.
- provide feedback to all personnel on the status of corrective and preventive actions; and
- develop and maintain Inspections Registers.

19.2 Audit Program

Contractors must implement an internal assurance program that measures and verifies the effectiveness of their Health and Safety management system. The audit program must:

- be at a frequency appropriate to the level of Health and Safety risk.
- define the types of audits to be undertaken (i.e., Internal / External / Principal).
- be scheduled based on risk.
- ensure statutory compliance.
- Ensure audit findings will be actioned through established corrective actions register / system, and
- Contractors must participate in Fortescue lead Health and Safety Audits at the following frequency.

Where audited by Fortescue, the status of actions is regularly reported.

Table 12: Types of Audits and Reviews

Type of Audit	Frequency	Document Number
Contractor Health Check	As determined by Contractor Management	Contractor Health Check (45-TE-CT-0005)

Contractor HS Management Systems Audits	2 yearly thereafter unless determined by risk.	Contractor Audit Tool (45-AU-CT-0065)
Corporate Major Hazard Control Standards (MHCS) Audit	Annual	Major Hazard Control Standards Audit Report (100-TE-SA-0012)
Targeted Audits As determined by inadequate HS performance	Variable	As determined by risk

20 MANAGEMENT REVIEW

20.1 Annual Management Review

Contractors must have a process in place to conduct annual management reviews of its Health and Safety management system. This review must include as a minimum:

- Review of risk profile.
- Review of stakeholder feedback.
- HS incident performance.
- Compliance to HS commitments.
- HS Audit findings; and
- KPI performance and trends.

As an outcome of this review, a Health and Safety improvement plan must be developed, implemented, and communicated.

20.2 Demobilisation

Contractors must ensure demobilisation is undertaken in accordance with the below:

- Ensure that all wastes and materials are removed from site and disposed of in accordance with any relevant legislation, management plan and procedure.
- Ensure that any non-operational areas are rehabilitated unless written authority to the contrary is obtained from Fortescue.
- Ensure that all environmental records are handed over to Fortescue.
- Where applicable, Contractors must conduct and/or participate (where lead by Fortescue) in a Lessons Learnt workshop to identify best practices and opportunities for improvement.

- Accompany the Fortescue Representative in carrying out a demobilisation audit of the site.

21 MAJOR HAZARD CONTROL STANDARDS AND CONSTRUCTION RISKS

22 MAJOR HAZARDS MANAGEMENT PROGRAM

In line with the *Major Hazard Control Standards (MHCS) (45-ST-SA-0034),* all sites are required to develop *Major Hazards Bowties* using the Bowtie methodology and implement the Major Hazards framework in which a targeted Major Hazard Critical Control Monitoring Program is developed, inclusive of appointed Major Hazard Champions.

Contractors must:

- Implement the Fortescue Major Hazards Management Program.
- Actively participate in the Major Hazard Critical Control Monitoring Program. Fortescue's Management Plan for Major Hazards Management Program (45-PL-SA-0006) provides additional information in relation to this Program.
- Participate in Critical Control Monitoring in conjunction with Fortescue representatives. Critical Control Monitoring is conducted in accordance with the Critical Control Monitoring Procedure (45-PR-SA-0087).

Contractors may utilise their own process where established and meets the minimum standards set by Fortescue.

22.1 Life Saving Choices

Contractors must communicate and implement Fortescue's *Life Saving Choices Procedure (100-PR-SA-1035)*.

Contractors must:

- monitor breaches of the Life Saving Choices; and
- if a breach occurs, manage personnel in line with the Contractors performance management process. Fortescue utilises the Just Culture Decision Tree (100-PR-HR-0037).

22.2 Isolation and Tagging

On Project Sites**,** Contractors may utilise their own Individual Isolation process, provided it meets Fortescue's individual isolation standards and must submit a copy of this Process at pre-mobilisation for endorsement. As a minimum, this process must include the following:

- A training program that includes a practical component and competency assessment.
    - Locks and tags are provided to carry out isolation activities for individuals, and locks are uniquely keyed.
    - Isolation points are clearly labelled.
    - Personnel must apply a red personal danger lock and tag prior to and remove it at the completion of work where there is a potential for movement or release of energy.
    - There are documented processes for the isolation and control of energy, and compliance to OEM procedures must be incorporated into these processes.
    - Critical equipment such as critical alarms, emergency shutdown devices, fire and gas detection devices must have documented SWIs.
    - Energy sources are dissipated or controlled before work commences.
    - A suitable test method to check the effectiveness of the isolation is included.

For all other Contractors working on Operational sites, and for Projects Contractors required to isolate at Level 1 or Level 2**,** the Fortescue *Isolation and Tagging Procedure (45-PR-SA-0069)* must be complied with.

22.3 Construction Boundary Isolations

Construction Boundary Isolations (CBI) are used to prevent unwanted energy release where there has been a change in limits of energisation, additions, or new installations within Fortescue's Infrastructure. Contractors will be required to work in accordance with Fortescue's requirements for Construction Boundaries.

As a minimum, this includes:

- CBI points will be provided to the Contractor for isolation and tagging.
- Personnel are trained and competent to complete the work.
- A hold-point is in place, and all personnel undertaking pre-commissioning and commissioning activities will be required to complete an induction to the scope of work; and
- The Initial Energisation Procedure (45-PR-SA-0065) outlines the requirements to be completed prior to energisation.

NOTE: Once a piece of equipment has had a Notice of Energisation issued, it can no longer revert to construction control and be worked on under a CBI. In this instance,

the general Fortescue Isolation and Tagging, and Permit to Work Procedure applies.

22.4 Permit to Work

Table 13 summarises the situations in which Fortescue Permit to Work applies, and where a Contractor may utilise their own process, provided it meets or exceeds Fortescue's requirements.

Table 13: Permit to Work Compliance Requirements

Process Requirement	Brownfields / Operational sites	Greenfields / Construction / Project sites
Permit to Work	Contractors must comply with *Permit to Work Procedure (45-PR-SA-0073)*	Contractor may utilise own process if it meets or exceeds Fortescue process. *NOTE: Once equipment has been construction verified and energisation occurs, the Fortescue Permit to Work Procedure will apply.*
Hot Works	Fortescue *Hot Works High Risk Work Certificate* applies	Contractor may utilise own process if it meets or exceeds Fortescue process
Confined Space	Fortescue *Confined Space High Risk Work Certificate* applies	Contractor may utilise own process if it meets or exceeds Fortescue process
Working at Heights	Fortescue *Working at Heights High Risk Work Certificate* applies	Contractor may utilise own process if it meets or exceeds Fortescue process
Excavation and Penetration	Fortescue *Excavation and Penetration Risk Work Certificate* applies	Where current infrastructure exists, Fortescue *Excavation and Penetration High Risk Certificate* applies.
Grid Mesh Removal	Fortescue *Grid Mesh Removal High Risk Work Certificate* applies	Contractor may utilise own process if it meets or exceeds Fortescue process
High Voltage access	Fortescue *High Risk Work Certificate* applies	Fortescue *High Risk Work Certificate* applies.

NOTE: Contractors working under a Fortescue process must ensure they meet the necessary training and competency requirements as described in the Permit to Work Procedure (100-PR-SA-1033).

With exceptions as detailed within this specification, Contractors may utilise their own permit to work system provided the following requirements are met and adequate inclusive of the

minimum requirements detailed within the Fortescue *Permit to Work Procedure (45-PR-SA-0073)*:

- Responsibilities and accountabilities are identified for all individuals in the process.
- Training and competency requirements are identified for individuals in the process.
- High risk work activities are accompanied by certificates.
- A JHA must be developed and reviewed by the Permit Issuer.
- Isolations are completed prior to the work beginning.
- A scope of works is defined as part of the permitting process.
- There are arrangements for the sign on/off, of permits prior to commencement, during work at specified times, and on completion of the work.
- Clear arrangements for the closure, suspension, and loss of permits are identified; and
- There is a system in place to monitor compliance with the requirements of the Permit.

Under the Fortescue Permit to Work procedure, the following situations will require a Permit:

- It is deemed necessary by Area Owner or Supervisor.
- Group Isolations:
    - More than 6 members of the work party; and
    - More than 6 isolation points.
- Simultaneous operations in the field that have potential for interaction.
- Working with two or more high risk certificates.
- A High Voltage Access Certificate.

Contractors can hold and issue High Risk Certificate's and Permit's given they have completed the relevant training and hold the competencies. Fortescue *Permit to Work Procedure* (45-PR-SA-0073) outlines training requirements for High-Risk Work Certificate Holder and Issuer training and Permit Holder and Issuer training and competencies.

22.5 Confined Space

Where applicable, Contractors whose scope of work includes confined space entry, must implement a process which meets or exceeds Fortescue's *Confined Space Procedure (45-PR-SA-0088)*. This must include but not be restricted to the following minimum requirements:

- Maintaining a register of confined spaces, including Rescue Plans.
- Ensuring confined spaces are identified by means of signage at the entry points.
- Using a Permit to Work system to manage confined space entry activities, ensuring a risk assessment is undertaken,
- Applicable Emergency Rescue Plan.
- Providing their own confined space rescue capability for initial response.
- Appropriate atmospheric monitoring is undertaken; and
- Ensuring all involved (including personnel working in the confined space, standby personnel, and monitoring for hazardous atmospheres) have received Nationally Accredited training and are competent.

22.6 Cranes and Lifting Equipment

Where applicable, Contractors must implement a process which meets or exceeds Fortescue's *Cranes and Lifting Equipment Procedure (45-PR-SA-0067)*. As a minimum, Contractors must ensure:

- all non-standard and critical lifts are managed in accordance with the Fortescue Permit to Work system including the completion of high-risk work certificate and accompanying lift plan.
- all personnel involved in lifting activities must hold applicable high-risk work licence (HRWL) and completed and passed a VOC within last 5 years.
- there is a plant register that includes crane inspection, testing, and registration requirements.
- the safe working load (SWL) or working load limit (WLL) must be clearly identified and marked on all cranes and lifting equipment and must not be exceeded; and
- a unique identity code or number identifies all cranes and lifting equipment (excluding shackles).

22.7 Excavations and Penetrations

Where applicable, Contractors whose scope of work includes excavation and penetration are able to implement their own process, provided it meets or exceeds the *Fortescue Excavation, Penetration and Floor Removal Procedure (45-PR-SA-0072)* and *Excavation Certificate Form (45-FR-SA-0180).*

On sites where there is existing Fortescue infrastructure, the High-Risk Work Certificate will be issued by Fortescue.

As a minimum, the following must be included:

- There is a documented and established procedure for conducting excavation and penetration.
- Personnel undertaking excavation and penetration must be trained and be subject to a competency assessment.
- Hand digging or potholing must be required in accordance with Fortescue's processes.
- Wanding must be undertaken to confirm the location of any known or unknown LIVE electrical or communications cables.
- A High-Risk Work Certificate must accompany the work and must have a JHA or a SWI attached. This Certificate must be approved prior to work commencing.
- Suitable barricading and signage must be erected around the excavation or penetration.
- Where new / existing services are installed or modified, a Site Surveyor must be engaged; and
- Personnel installing or modifying underground services must ensure survey data is recorded prior to backfill of the trench and is forwarded to Fortescue.

22.8 Electrical Hazards

Where applicable, Contractors must ensure that electrical work executed meets or exceeds Fortescue's *General Electrical Safety Procedure (45-PR-SA-0066),* and *Portable Electrical Equipment Procedure (45-PR-SA-0068).*

Contractors undertaking electrical work must:

- only be performed by personnel that are qualified and licensed in accordance with the electricity (licensing regulations) to perform this task.
- Electrical Contractors must provide a copy of their electrical worker's registration prior to receiving written authorisation to conduct any work on site. They must also provide updated copies of the registration as and when new employees commence or leave.
- All electrical personnel must complete isolation and tagging training prior to carrying out electrical work.
- All electricians must hold a current first aid training certificate and complete refresher LV / CPR training.

- Authorisation to enter switch rooms is given after successfully completing the substation access training course.
- Portable electrical equipment requires inspection and testing on a regular three-monthly basis to ensure compliance with Australian Standards. Details of the inspection must be entered in a register.

22.9 Traffic Management and Road Design

22.9.1 Overarching Project and Site Traffic Management Plans

Site and Project-specific Traffic Management Plans outline the specific traffic management arrangements for each Projects site. Contractors are referred to these plans for information, reference, and guidance. Refer to *Appendix 1 – Project and Site-Specific Management Plans.*

22.9.2 Contractor Requirements

Contractors must develop and implement a risk-based Traffic Management Plan in accordance with the above Traffic Management Plans, ensuring also that the requirements of the *Traffic Management Procedure (45-PR-SA-0095)* are implemented.

Traffic Control Diagrams must be developed to outline site layout, parking areas, traffic flow and signage.

Overhead power lines must be signed and labelled, and height indicators must be in place.

Each site must ensure traffic signage standards are defined and meet the requirements for the largest vehicle configuration on site and be appropriate for the type of road rules in place.

22.10 Mobile Plant and Equipment

22.10.1 Licencing

All operators of mobile plant including light vehicles must, as a minimum:

- hold a Full Open Licence within any state or territory. Where a person does not hold a Nationally Accredited licence or their National Accredited Drivers Licence is invalid or suspended, the driver must apply for approval to drive at the site to the SSE.
- hold a high-risk work licence (HRWL) where applicable or certificate of competency for the mobile plant they are operating issued by a registered training organisation (RTO).

- completed and passed a VOC within the last 5 years (model specific for mobile plant); and
- be authorised by Contractor's Site Manager.

22.10.2 Specifications and Site Access

Only mobile plant approved by Fortescue authorised personnel or authorised (in writing) Contractor personnel is permitted on site.

- The *Surface Mobile Equipment Mobile Fleet Specification (100-SP-PC-0001)* provides further information on the minimum specifications. This specification or the Contractors equivalent if it meets or exceeds the required standard may be used.
- For Vehicles up to 4.5T including 12 seat buses, use *the Light Vehicle Minimum Requirement Checklist (45-01039-CK-MN-0002).*
- For Road Bearing Support Mobile Equipment, use the *Road Bearing Support Mobile Equipment Compliance Inspection GVM Over 4.5 Tonnes Form (100-FR-MN-0004)*
- All Plant and Equipment must be accompanied by a *Weed Hygiene Certificate Checklist* (*E-EN-CT-0001)*

Contractors must ensure:

- a minimum of 72 hours notification to Site for Light Vehicles, prior to mobilisation; and
- a minimum of five (5) days notification to Site for mobile plant and equipment prior to mobilisation.

22.10.3 Registerable Plant

Fortescue's *Itinerant Plant- Requirements for Inspection and Recording Procedure (45-PR-MN-0005)* outlines the requirements under the *Work Health and Safety (General) Regulations 2022.*

For Contractors working on Fortescue sites, the following applies:

- It is the responsibility of the equipment owner to ensure their plant is inspected by competent persons in accordance with applicable standards and legislation, and to provide the relevant records at request. Owners are also responsible to ensure they do not use itinerant plant on site until it has been approved for site use by Fortescue.

- When an item of registered plant is required on site for a temporary period, the person responsible for resourcing the work creates a new action in ACE Itinerant Plant. This will initiate an inspection of the item by a Fortescue inspector.

- During the inspection, the inspector will ensure all documentation is available for the plant and the condition of the plant is suitable for use on site, using form *45-01000-FR-MN-0010* to record details. If the plant is satisfactory for use on site the inspector will complete their parts in ACE Itinerant Plant, attach the site compliance inspection form and save the updates. This will send an email to the plant owner and the plant requestor to inform them the item of plant is approved for use.

- When the equipment owner removes the item of plant from site, they need to notify the requestor the item of plant is no longer on site and the requestor closes the action in ACE Itinerant Plant.

Fortescue personnel do not inspect itinerant plant for the purpose of compliance and integrity, but to ensure all documents are available, inspections have deemed the item of plant fit for service and the item of plant appears to be in suitable condition for use.

Inspectors deemed competent to inspect itinerant plant by the site control owner will be added to the site inspectors' group within the Action Centre for Execution (ACE) app Itinerant Plant module. Competence will include knowledge of the documents that are required to be presented by the equipment owner, Fortescue document *45-01000-FR-MN-0010* and a general understanding of equipment used on mine sites.

The Fortescue inspector uses the form *45-01000-FR-MN-0010* as a prompt to confirm the required documents are available, ensure the item of plant has been inspected by a competent person, and all required registrations are complete. A visual inspection of the item of plant is performed to ensure the item identification numbers match the documentation supplied and there are no obvious signs of damage or degradation.

When the inspection is completed and the equipment is deemed suitable for use on site, a site access approved sticker is to be placed on the equipment. The number generated by the ACE Itinerant Plant request process is to be written on the sticker along with the expiry date for access. The expiry date cannot be beyond the date of the next required periodic inspection.

Table 14: Registration Requirements for certain plant

Plant type	Category
Pressure Vessel	Hazard levels A B C and D (excluding gas cylinders)
Mobile Cranes	Mobile cranes with MRC > 10T, including vehicle loading cranes

Elevated Work Platforms (EWP)	All boom type work platforms
Vehicle Hoists	All
Concrete Placing Booms	All
Work Boxes	All

22.10.4 Light Vehicle Driving

Personnel who are required to drive a light vehicle (LV) on site must meet the following minimum requirements:

- Hold a current Australian Drivers' Licence "C" class or "CA" class licence for the vehicle being operated.
- Complete a site / area specific orientation by an existing orientated driver.
- Complete the Fortescue Online Light Vehicle Driving Module
- Complete the Fortescue Online Defensive Driver Training Module
- Complete LV driving practical with a Cert IV Trainer.
- For 4WD Access Locations and Off-Road Driving, in addition to the above requirements, personnel must hold a competency which is equivalent to 'Operate and Maintain a 4WD vehicle RIIVEH305E' and must be valid within 5 years from the date of certification.

Additional requirements apply to those personnel who are required to drive in Active Mining Areas, or Autonomous Zones. These Permits are restricted to limited personnel, and requests can be made to the Mining Manager or Fortescue Principal's Representative.

22.10.5 Driving on the Rail Maintenance Track

All persons requiring use of the Rail Maintenance Track (past 21.1km mark) for work purposes are required to:

- Hold a current Class C Driver's License
- Complete the Defensive Driving on the RMT Theory module on SuccessFactors.
- Complete the Defensive Driving on the RMT Field Checklist
- If applicable, complete the Load Restraint Awareness (Online); and

If applicable, complete the *Trailer Hitching and Towing (Online).*

22.10.6 Delivery Vehicles

Unless fully inducted, all delivery drivers are required to complete the *Delivery Driver Induction* on arrival to site and be met and escorted whilst on site by an allocated, competent escort driver.

The escort driver must escort the delivery driver / vehicle between the designated meeting point, and the unloading location.

Delivery driver and escorting requirements are further outlined in their respective Project and Site-specific Traffic Management Plans and Procedures (Refer to *Appendix 1 – Project and Site-Specific Management Plans).*

22.10.7 Chain of Responsibility

All parties involved in the Chain of Responsibility must take reasonable steps to manage road transport risks and ensure they comply with the provisions of the *Road Traffic (Administration) Act 2008, the Road Traffic (Vehicles) Act 2012, and the National Heavy Vehicle Regulator Chain of Responsibility Laws 2018* including but not limited to:

- Carrying out and reviewing, regular risk assessments.
- Ensuring their actions or inactions do not contribute to a breach of road transport requirements.
- Rosters and schedules are realistically set with achievable timeframes and do not adversely contribute to driving impaired by fatigue, failure to meet minimum driver rest requirements, exceed regulated driving hours or speed limits.
- Regular vehicle checks are carried out and a maintenance system is in place to ensure vehicles and equipment (e.g. speed limiters) are regularly maintained and fit for purpose.
- Goods are loaded securely and restrained with appropriate restraint equipment, in accordance with Load Restraint Guide.
- Weights, mass, dimension limits for loading are complied with; and
- Documentation about the vehicle's load, driver and vehicle activities are not false or misleading of load plans.

22.10.8 Loading and Unloading of Vehicles

Contractors must have a system in place for the safe loading and unloading of vehicles, including multiple tie-down loads.

As a minimum, Contractors must:

- conduct a risk assessment associated with loading, transportation, and unloading of goods and materials, and implement controls.
- park the vehicle in the designated staging area, unless the driver holds a current site induction and the vehicle has a valid site access pass.,
- delivery vehicles must be subject to the requirements stipulated in the Traffic Management Plan.
- organise an escort for all vehicles travelling through the site.
- no over centre binders must be permitted for use; and
- not allow personnel to access the back tray of a truck/ute in a position where there is a risk of falling. There is a requirement to plan all deliveries with loading and unloading methods included.

22.10.9 Maintenance and Inspection

Contractors must develop and implement a maintenance and inspection regime to ensure maintenance of all plant and equipment is in good working condition, leak free, and serviced in accordance with the manufacturer's requirements.

The regime must include, as a minimum:

- The development of a maintenance and inspection schedule.
- Registers developed and maintained for currency.
- Inspection and maintenance of plant and equipment by trained and competent personnel only.
- A safe system of work, inclusive of isolation and tag out requirements.
- Documented processes where plant and equipment are fit for purpose; and
- Maintain and keep current records relating to maintenance and inspection.

Contractors must manage hazards associated with tyres and provide guidance and preventative measures to avoid or minimise those hazards when working with tyres or combating tyre fires, explosions, and potential explosions. This guidance must align with the Fortescue *Asset Management and Reliability Tyre Management Procedure (45-01000-PR-MN-0005).*

22.10.10 Rated and Certified Vehicle Support Stands

Contractors must implement a process to ensure that vehicle support stands have the following information marked on them and inspected every three months:

- The nominated capacity (maximum load) in kilograms stated as safe working load (SWL).
- Required warning notices for use and set up of the stand; and
- The maximum height in millimetres.

22.11 Journey Management

Contractors must implement their own journey management procedure which either meets or exceeds with the Fortescue *Journey Management Procedure (45-PR-EM-0007*) and the associated *Journey Management Form (45-FR-EM-0016)* or equivalent digital application.

The Fortescue *Missing Person Procedure (45-PR-SA-0081)* must be activated in the event of a missed call in.

22.12 Elevated Work Platforms (EWP)

Contractors working with elevated work platforms (EWPs) must ensure the following minimum requirements:

- EWPs are registered with the appropriate regulatory authority as per registerable plant requirements.
- Personnel operating EWPs must be trained, hold a high-risk work licence (HRWL) license, completed, and passed a verification of competence (VOC) within the last two (2) years.
- EWPs are inspected prior to each use, the findings recorded in a logbook kept with the EWP.
- Personnel working in an EWP are secured with fall protection equipment that meets the requirements outlined in the Fortescue Working at Heights Procedure (45-PR-SA-0082); and
- Inspection and maintenance are in accordance with statutory and manufacturer's requirements.

Contractors must conduct a risk assessment to determine loading or unloading methods to reduce risk to ALARP or SFAIRP prior to the actual loading or unloading of EWPs.

EWPs must not be driven off the back of transport vehicles unless a risk assessment has been carried out.

22.13 Physical Separation

Fortescue's *Physical Separation Barricading Procedure (45-PR-SA-0083)* must be implemented at all sites to ensure a consistent approach to barricading requirements on site.

Contractors will be responsible for erecting barricading and signage around their work areas to warn and protect persons from hazards.

All signage must comply with the Fortescue *Safety Signage Procedure (45-PR-SA-0022), AS1319: Safety Signs for the Occupational Environment*, except for exit signs, which are of the type specified in *AS 2293.1: Emergency Lighting and Exit Signs.* Contractors must ensure all signs erected around their work area conform to this standard.

22.14 Working at Heights

Contractors must implement a procedure which meets or exceeds Fortescue's *Working at Heights Procedure (45-PR-SA-0082).*

As a minimum, Contractors must ensure:

- personnel required to work at heights must be Nationally Accredited trained and deemed competent to do so.
- wherever reasonably practicable, fall prevention methods are preferential to fall protection.
- overhead work requires barricades erected to ensure avoidance of areas at risk from falling objects; and
- all working at heights equipment must be maintained and used in accordance with the relevant Australian Standards and manufacturer's instructions.

Using fall prevention methods requires meeting the following minimum requirements:

- Complete floors, handrails, edge protection, barricades, toe-boards for work platforms and scaffolds.
- Safe access and egress to work platforms and scaffolds must be provided.
- A system preventing tools and equipment falling from height.

Contractors using fall protection methods must ensure:

- barricading (*Physical Separation and Barricading Procedure - 45-PR-SA-0083)* is established to segregate and prevent uncontrolled entry (i.e.: pedestrians, mobile equipment, or other Contractors).
- a system for ensuring the fall protection equipment is tested and certified for use, inspected prior to use, and destroyed where inspection indicates excessive wear or mechanical malfunction.
- emergency rescue procedures are documented and tested.

- anchorages must be designed, manufactured, constructed, selected, or installed to be capable of withstanding the force applied as a result of a person's fall at the workplace 15 kN for one person and 21 kN for two people minimum in accordance with AS/NZS 1891.4 industrial fall-arrest systems and devices - selection, use and maintenance; and
- anchorage points should be located overhead as far as reasonably practicable to reduce the risk of pendulum effect in the event of a fall and ensure the worker will not touch the ground.

Contractors must maintain a register of height safety equipment and subsequent inspections and reports.

22.15 Marine Related Activities

Contractors whose scope of work includes marine-related activities must have a system in place to manage risks associated with working in and over water, ensuring:

- Marine workers use a combination of fall injury prevention equipment, barricades, scaffolds, personal floatation devices (PFDs) with EPIRBs, buoys and lifelines as determined by risk assessment.
- There is 100% tie-off when working at height over water, such as:
    - Where a task is performed and is within 2 metres from unprotected water's edge and there is a risk of falling onto a solid structure, barricades or fall injury prevention systems or scaffolds will be required.
    - When working on or over water using mobile equipment or when scaffold fall injury prevention systems shall be used 100% of the time, unless stated or approved through a formal risk assessment process.

Additionally, Contractors who are required to undertake marine related activities must ensure they have a system in place that:

- requires assessment of weather and tidal conditions prior to works being undertaken.
- requires a check and confirmation of shipping schedules within the port area; and
- has an established and implemented communications system or procedure.

22.15.1 Marine Vessel and Equipment

All lifesaving, fire equipment, and medical facilities must be maintained as required by ISM Code or comparable requirements.

The originals of all applicable statutory certification including but not limited to the following documentation must be kept on board all vessels used:

- Certificate of Registry
- Load Line Certificate
- Tonnage Certificate
- Certificate of Class (Hull and Machinery)
- Cargo Ship Safety Certificate
- Life Saving Apparatus Certificate
- De-ratting Certificate
- Quarantine Certificates for Ballast Water and Hull Cleanliness prior to entering Australian Waters
- Radio Certificate
- Stability Booklet

22.15.2 Driving Activities

Contractors whose scope of work includes diving operations must ensure they have in place an approved diving safety management system prior to any diving activities taking place. The system must require as a minimum:

- Personnel involved in diving operations must be accredited by the Australian Diver Accreditation Scheme (ADAS) and must hold a current *AS2299* medical certificate certifying their fitness for diving.
- The development of a dive plan, which includes information on:
    - The method of diving
    - The tasks and duties of each person involved in the dive.
    - Diving equipment, breathing gases and procedures to be used in the dive.
    - Dive times, bottom times, and decompression profiles if applicable.
    - Emergency procedures
    - Other hazards and risks
- If applicable, ongoing emergency drills must be conducted at least weekly at each of the diving operations.
- System and requirements for maintaining a dive safety log.

- Deck operations which may impact on divers' safety must be approved by the Dive Supervisor.
- There are detailed communications protocols between persons involved in diving activities.
- Outlines the inspection, testing and maintenance regime for equipment and hardware used in diving activities.

22.16 Blast Management Plan and Exclusion Zones

Contractors whose scope of work involves drill and blast activities must ensure alignment with Site and Project-specific Drill and Blast Management Plans and the Fortescue *Explosives Management Procedure (45-PR-SA-0071)* as detailed in *Appendix 1 – Project and Site-Specific Management Plans.*

Where applicable, this must include developing an awareness package detailing blast management, blast exclusion zones, blast communications, and blast guard interface requirements.

Contractors must ensure all blasts must be planned and designed to achieve the required outcome. Before the commencement of any blasting operation, an investigation of the site or area to be blasted must be carried out. Based on that investigation, a Blast Plan incorporating a risk assessment must be prepared by a competent person. No blasting must commence until the Blast Plan has been authorised by the Fortescue or their approved representative.

22.17 Hot Works

Contractors whose scope of work requires undertaking hot works must ensure the system to manage the works, associated hazards, and risk that meets or exceeds the Fortescue *Hot Works Procedure (45-PR-SA-0085)* and has the following minimum requirements:

- Always wear the appropriate personal protective equipment when carrying out hot work.
- Where possible, such work is to be carried out in designated hot work areas.
- Barricading (Physical Separation and Barricading Procedure - 45-PR-SA-0083) is established to segregate and prevent uncontrolled entry (i.e., pedestrians, mobile equipment, or other Contractors). managed as per the permit to work system and its supporting processes.
- Workers conducting hot works and acting as a fire watch are demonstrably competent,
- A risk assessment is carried out prior to undertaking the work,

- Gas testing for flammable gases must be conducted prior to commencing the work in a hazardous area, then continuous gas testing must be required,
- Removal of ignition / combustible sources and good housekeeping.
- All gas hoses and cylinders used for hot work must be fitted with flashback arrestors at the cylinder and handpiece.

Contractors may apply for a Hot Works Exemption for permanent location(s) that will be used for regular performance of hot works by:

- Conducting a Risk Assessment
- Have the location inspected by a member of the Fortescue Health and Safety Department and be authorised and signed off in writing, by the Site Senior Executive
- Complete Hot Work Certificate Exemption Letter [Refer to Hot Work Procedure (45-PR-SA-0085)]
- Implement all controls as per the Exemption.
- Record in BMS under “Change Management”

22.18 Welding

Contractors whose scope of works requires welding must ensure a safe system of work. As a minimum:

- barricading (*Physical Separation and Barricading Procedure - 45-PR-SA-0083*) is established to segregate and prevent uncontrolled entry (i.e. pedestrians, mobile equipment, or other Contractors).
- welding must only be undertaken by qualified and experienced personnel.
- welding gloves must be sound, dry, and used on both hands while welding and changing electrodes. Welders should wear appropriate dry fireproof clothing that covers the legs and arms, and footwear should be rubber soled and not have bare steel toecaps.
- the arrangement of local exhaust or general ventilation systems for toxic fumes, gases, or dusts to remain below the maximum allowable concentration, as specified in applicable Australian Standards.
- any transformer or inverter type welding machine will be fitted with a voltage reduction device (VRD).
- oxygen must never be used for ventilation.

- filler and fusible granular materials must have welding fumes / hazardous gas notification warnings.
- welding filler metals containing cadmium must carry warnings to notify persons of poisonous fumes and the need for adequate ventilation or air supplied respirators; and
- brazing and gas welding fluxes containing fluorine compounds must have cautionary wording to indicate the presence of fluorine compounds.

22.19 Total Fire Bans

On days of extreme weather or where widespread fires may affect firefighting resource capability, a Total Fire Ban (TFB) may be declared by DFES and/or the local shire. These TFBs are announced on the DFES website after 6pm for the next day.

Where a TFB is declared, only activities that are prescribed and/or approved for exemption may be undertaken. The Department of Fire and Emergency Services (DFES) has prescribed in the Regulations for certain activities carried out during trade or commerce to be permitted in a Total Fire Ban (except when the fire danger is Catastrophic), including:

- Blasting
- Hot work
- Road work (grading and bituminising)
- Catering
- Off-road activity

These activities are granted for a set period of time and carry specified conditions during periods of Total Fire Ban that must be adhered to, including notification to DFES and the relevant local government at least 30 minutes prior to the activity commencing during a TFB via an online notification form, found on the DFES website.

22.20 Rail Control

Where the potential for impact on rail operations exists with either The Pilbara Infrastructure Pty Ltd (TPI) and non-TPI controlled rail networks, Contractors must obtain authorisation from Fortescue prior to commencing work.

22.21 Scaffolding

Contractors must implement a procedure which meets or exceeds the Fortescue *Scaffolding Procedure (45-PR-SA-0063).* As a minimum:

- scaffolding is erected, installed, and dismantled by a trained and competent scaffolder, holding a national license for high-risk work in scaffolding at the appropriate class.
- is erected, installed, and dismantled as per *AS/NZS 4576: Guidelines for Scaffolding*, and *AS/NZS 1576 Scaffolding* general requirements.
- provides guidance on the selection of scaffolding for a job.
- exemption with written confirmation from a competent person (i.e., certified scaffolder) that the scaffold, or relevant part, is complete.
- uses a Scafftag system at the entry point to ensure scaffolds are constructed correctly and inspected.
- scaffolds are subject to pre-use and monthly inspections, and temporary scaffold weekly inspections.
- the use of mixed scaffold systems on the same scaffold structure must be subject to a separate risk assessment.
- appropriate signage and installed barricading are around the work area; and
- Must be entered and maintained in a scaffolding register.

22.22 Compressed Gas and Oxygen Cylinders

Contractors must have a safe system of work to manage risks associated with compressed gas and oxygen cylinders.

As a minimum, cylinders must be clearly marked with their contents and meet relevant Australian Standard requirements including:

- Procedures for the transportation and movement of cylinders.
- Only engineer designed cages or cradles may be used to transport and move cylinders.
- There must be a system to inspect such cages and certify them as such.
- Cylinders must be secured in an upright position.
- Anti-flashback arrestors and check valves must be installed on oxygen and acetylene cutting gear at the cylinder and the handpiece.
- Cylinders must be stored in accordance with specified segregation rules.
- Cylinders must not be refilled unless by the cylinder owner, or person authorised by the owner.

22.23 Cavity Management

Fortescue's *Cavity Management Plan (100-PL-OP-0001)* outlines the strategies to ensure safe systems of work for potential exposures to ground cavities, and applies to exploration, active mining areas, rehabilitation, and resource definition.

Contractors whose scope may be affected by cavities are required to comply with the requirements outlined in Fortescue's *Cavity Management Plan (100-PL-OP-0001)* and complete all training required.

22.24 Ground Control

Work Groups must ensure effective management of risks associated with ground conditions. Such conditions include, but are not limited to uneven or unstable ground, rock falls, slumping of slopes, waterlogged ground and/or flooding.

Ground controls must consider, as a minimum:

- control of plant and equipment movements over uneven terrain.
- communication of slip and trip hazards to workers through inductions and toolbox talks, and inclusion of such hazards in JHAs and personal risk assessments.
- monitoring of potential rock falls, terrain slumping and subsidence in roads and work areas.
- stability of cranes and other plant during lifting and rigging operations.
- use of barricading and signage to warn personnel of ground condition hazards; and
- reporting of ground conditions.

22.25 Hazardous Materials and Dangerous Goods

Contractors must have a system that addresses risks associated with hazardous materials and dangerous goods that meets or exceeds requirements in Fortescue's *Hazardous Chemicals Management Procedure (45-PR-SA-0061)*, including:

- A register of hazardous materials and dangerous goods must be maintained (including quantities and storage locations).
- Personnel must be trained in the use, storage and handling of hazardous materials / dangerous goods and safety data sheets for all classified substances / materials must be readily available prior to use.
- Risk assess and approve hazardous materials before the acquisition and arrival on site.

- A register and process for transport, storage, handling, use and disposal of hazardous substances.
- The delivery of training to support the system and its processes.
- Consider events involving hazardous materials for emergency response plans.
- Appropriate controls to address the risks associated with hazardous materials.
- Work procedures must ensure appropriate labelling and storage of chemicals.
- Chemicals only stored in correctly labelled containers, not in used food or drink containers.
- Comply with decanting provisions as detailed within H*azardous Chemicals Management Procedure (45-PR-SA-0061).*

The Contractor must ensure hazardous and/or dangerous goods being mobilised to Site must be submitted to Fortescue using the *Hazardous Materials Risk Assessment (45-FR-SA-0154)*, with the relevant manufactures SDS, for approval.

22.26 Housekeeping

Contractors must implement a systematic housekeeping program to eliminate hazards and potential incidents occurring from substandard housekeeping practices, and include:

- Development and implementation of an inspection regime.
- Ensuring access and egress routes are clear and free from obstruction.
- Ensuring appropriate storage receptacles and/or racks are provided.
- Materials are stacked or piled correctly and safely.
- Work areas to be free of slip, trip, or fall hazards.

22.27 Working Alone

Contractors' personnel are not permitted to work alone without the approval of the Fortescue Manager.

A risk assessment must identify areas potentially hazardous for personnel who may be required to work alone and/or required to drive in isolation from the general workforce for an extended period.

A Risk Management Plan must be developed and implemented to manage the associated risks. Control measures are to be implemented to minimise the risks where activities identified as being more hazardous when conducted alone or in identified remotely isolated areas.

The Plan should consider aspects such as:

- communication.
- emergency response plans and first aid requirements.
- journey management as applicable.
- additional requirements (e.g., GPS trackers); and
- a schedule of welfare checks.

22.28 Use of Electronic Devices

Contractors must ensure electronic devices are:

- not used while operating mobile equipment and/or plant.
- not used while involved in high-risk activities.
- not used in a manner that reduces or prevents communication abilities between personnel.
- not used in a manner that hinders the ability to hear, understand or follow directions on a communication radio.
- not used with any over-ear or in-ear listening apparatus; and
- used in a manner that will not cause a distraction to other people regarding noise and content.

Where required by Site / Project, Contractors may be required to submit a list of personnel to be authorised use of mobile phone/electronic devices outside of crib / office facilities.

22.29 Fibrous Materials Management

Contractors must implement a procedure which meets or exceeds *Fortescue Fibrous Materials Guideline (45-GU-SA-0004).*

Where a Work Group becomes aware of potential fibrous or asbestiform materials, they must notify Fortescue immediately.

Where a contractor/s scope of works includes a potential fibrous material exposure risk, the Work Group must ensure procedures and processes in place to meet the following requirements:

- Drilling potential asbestos bearing and drilling banded iron formation procedures.

- Management of sources of exposure including gaskets, packing, and ceramic fibre products.
- PPE requirements.
- Removal of asbestos containing materials.
- Training; and
- Monitoring and health surveillance.

Where a contractor/s scope of works includes drill rigs, it is a legislative requirement to ensure:

- drill rigs are fitted with an effective device that collects and contains the dust produced by drilling or discharges that dust through ducting to a position where it will not be breathed by any person or where it will be effectively suppressed or contained.
- water used for suppressing dust has not been polluted by any noxious substance.
- any dust collection or dust suppression appliances provided are fitted, operated, and maintained in accordance with the manufacturer's specifications; and
- workers must use any dust collection or suppression appliances provided.

Airborne asbestos fibre sampling assists in assessing exposures and the effectiveness of control measures. Fortescue may require participation in air monitoring where there is risk of fibrous or asbestiform materials exposure. Contractors must undertake air monitoring of selected work areas as directed by Fortescue and may include local and personal monitoring. The results of such monitoring must be available to Fortescue and retained by the Work Group for 30 years.

22.30 Personal Protective Equipment (PPE)

Contractors must comply with Site access requirements for Fortescue's *Personal Protective Equipment Procedure (45-PR-SA-0093),* which includes the following minimum PPE:

- High visibility (yellow or orange) collared long sleeve cotton shirts with reflective strips for workers entering operational / construction work areas. Where blue or pink shirts are used, a TBRA must be completed and signed off by the SSE.
- Visitors may wear a long sleeve collared shirt with a high visibility vest for reflective strips if not performing operational / construction work.
- Shirts must be buttoned at the cuff and tucked into pants.
- Long trousers made of 100% cotton or denim jeans.

- Steel toe capped or composite ankle height lace up boots. Note – steel toe-capped only for Rail.
- Safety glasses.
- General purpose protective gloves with securing clip.
- Safety helmets are mandatory except where exemptions apply.

In addition to the above, specific PPE (i.e., Electrical, hazardous area PPE, respiratory protection etc) may be required for specific work areas. These will be signposted as applicable.

22.31 Tooling

Contractors must implement *Fortescue's (100-PR-SA-1018),* including communication of its contents via:

- Inductions.
- Awareness and refresher training.
- Site notices; and
- General notice board information.

Prohibited items are any plant, devices, tooling and associated practices or items banned (possession and/or use) on Site, including residential accommodation.

Restricted items are those items which require approval from Fortescue prior to possession including residential camp accommodation.

Under no circumstances are restricted tools and equipment permitted on Site where equipment / tools have not been approved. Workers who have access to restricted tools and equipment must be adequately trained and competent. Completion of a team-based risk assessment (TBRA) with Fortescue approval must occur prior to use of restricted items.

Risk assessment process must be carried out as outlined in the *Risk Management (Health and Safety) Procedure (45-PR-RK-0003).*

23 MONITORING AND REVIEW

This Plan and the associated Procedures are to be revised and re-issued whenever:

- any deficiency in content is found (particularly with deficiencies in control measures).
- relevant changes in Commonwealth, State or Local legislation occurs.

- changes to scope (e.g., new plant and equipment).
- additional hazard specific actions are identified.
- after an emergency incident to identify and reflect on lessons learnt.
- changing of roles and responsibilities of key positions; and
- relevant improvements are suggested and agreed for inclusion.

All comments on each change and any issues, recommendations and decisions discussed must be documented prior to changes being made to this document.

Table 15: Programmes and Schedules

Monitor (Audit) and Review	Frequency	Responsibility
Specification Review	2 Yearly (or as and when required)	GM, Health & Safety (Iron Ore)

24 DOCUMENTATION AND RECORDS MANAGEMENT

This Procedure and all supporting documents will be managed as per Fortescue Document Standards.

Contractors can request a full work-pack of health and safety documents through Document Control which includes the referenced documents.

DOCUMENT CONTROL

Contractor Health and Safety Specifications		
Status	IFU - Issued for Use	15-Mar-24
Summary of Changes	Rev 2 • Inclusion of CA Licence Rev 3 • Inclusion of handover meetings. • Alignment to WHS legislative updates changes, inclusive of white cards and high-risk construction work. • AOD updated to include offsite testing. • VOC updated to five years. • Audiometric testing in prescribed areas updated to annual. • Document number updates. Rev 4 • Updates to Span of Control inclusion of Maintenance and Shutdown services. • CRAW and risk register information combined. • Links removed and replaced. Rev 5 • Removed Worksmart training requirement for major projects. • Remove requirement for pre-start stretching. • Added in hygiene monitoring and face mask information. Rev 6 • Cleaned up errors showing as links when PDF version created. • Removed 1 x pre-start stretching line. Rev 7 • Change to hygiene information. • Changed to auditing wording. • Change to wording under Statutory Supervisors • Registerable plant changes Rev 8 • Removal of two words in classification table (transport and logistics example) Rev 9 • Added ** to table 4 Supervisor	
Author	Kylie Mellows	Signature
Checked or Squad Review# (if applicable)	Melanie Geranis	Signature

Approved	Monique Delasalle	Signature
Next Review Date (if applicable)	14-Mar-25	

APPENDIX A PROJECT AND SITE-SPECIFIC MANAGEMENT PLAN

Table 16: Project and Site-Specific Emergency Response Management Plan

Project or Site	Reference
Christmas Creek	Christmas Creek Emergency Response Plan (CC-PL-EM-0001)
Cloudbreak	Cloudbreak Emergency Response Plan (CB-PL-EM-0003)
Eliwana Mine	Eliwana Emergency Management Plan (EW-0000-PL-EM-0002)
Hedland Operations	Hedland Operations Emergency Response Management Plan (PH-00081-PL-EM-0001)
Iron Bridge	Iron Bridge Project Emergency Management Plan (IB-0000-PL-EM-0019)
Power Transmission Project	Power Transmission Project Emergency Management Plan (540PT-0000-PL-EM-0001)
Pipeline Project	Pipelines Project – Emergency Management Plan (662NS-3000-PL-EM-0001)
Solomon	Solomon Emergency Management Plan (SO-PL-SA-0009)

Table 17: Project and Site-Specific Cyclone Preparedness and Response Plans

Project or Site	Reference
Christmas Creek	Christmas Creek Cyclone Emergency Response Procedure (CC-PR-EM-0002)
Cloudbreak	Cloudbreak Cyclone Emergency Response Procedure (CB-PR-EM-0001)
Eliwana	Eliwana Cyclone Management Plan (EW-0000-PL-EM-0003)
Hedland Operations	Hedland Operations Cyclone Management Procedure (HE-00000-PR-EM-0001)
Iron Bridge	Iron Bridge Cyclone Emergency Response Procedure (IB-0000-PR-EM-0006)
Pilbara Energy Connect	Pilbara Energy Connect – Cyclone Management Plan (200-5600-PL-EM-0002)

Pilbara Transmission Project	Pilbara Transmission Project – Cyclone Management Plan (540PT-0000-PL-SA-0001)
Solomon	Solomon – Cyclone Emergency Management – Plan (SO-PL-SA-0003)

Table 18: Project and Site-Specific Traffic Management Plans

Project or Site	Reference
Chichester (Includes Cloudbreak and Christmas Creek)	Chichester Traffic Management Plan (CH-03038-PL-OP-0001)
Eliwana Mine	Eliwana Mine Traffic Management Plan (EW-0000-PL-SA-0003)
Hedland Operations	Hedland Operations Traffic Management Plan (PH-PL-SA-0001)
Iron Bridge	Iron Bridge Traffic Management Plan (IB-0000-PL-OP-0001)
Pilbara Transmission Project	Pilbara Transmission Project: Traffic Management Plan (540PT-0000-PL-SA-0004)
Solomon	Solomon Traffic Management Plan (SO-0000-PL-SA-0002)

Table 19: Project and Site-Specific Blast Management and Explosive Management Plans

Project or Site	Reference
Eliwana	Eliwana Mine: Blast Management Plan (EW-0000-PL-SA-0004) Eliwana Mine: Explosives Management Plan (EW-0000-PL-SA-0005)
Chichester (Christmas Creek and Cloudbreak)	Chichester Blasting Operations Management Plan (CH-03038-PL-OP-0002)
Iron Bridge	Iron Bridge Drill and Blast Management Plan (662NS-0000-PL-SA-0003) Iron Bridge Project Explosive Management Plan (662NS-0000-PL-SA-0004).
Solomon	Solomon Explosive Management Plan (SO-00000-PL-SA-0005) Solomon Drill and Blast Management Plan (SO-00000-PL-SA-0006)

Table 20: Project and Site-Specific Access and Security Management Plans

Project or Site	Reference
Chichester (Christmas Creek and Cloudbreak)	Chichester Site Access (CH-00000-PR-SA-0003)
Eliwana	Eliwana Security Plan (EW-0000-PL-SE-0001)
Hedland Operations	Maritime Security Plan (P-PL-SE-0002) – *Restricted access to select personnel only.*