



Specification

Contractor Health and Safety Specifications

Iron Ore

31/08/2022

45-00000-SP-SA-0002 Rev 0

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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 |
|------------------|---|
| Monitored Onsite | <ul style="list-style-type: none"> Contractor works on a Fortescue Site, inclusive of Mining Operations and/or Projects sites. Contractor is working under their own Health and Safety Management System, as described in the endorsed contract Health and Safety Management Plan. Contractor is working under their own supervisory arrangements. Contractor audits are conducted to monitor performance, to ensure they meet Fortescue’s expectations. |
| Managed Onsite | <ul style="list-style-type: none"> Contractor works on a Fortescue Site, inclusive of Mining Operations and/or Projects sites. Contractor is under Fortescue’s direct supervision and is managed similar to an employee (supervisory ratios apply). Contractor is required to comply with all of Fortescue’s Health and Safety Management System, and does not require an endorsed health and safety management plan. This includes training requirements. No Contractor health and safety management system audits are conducted, as these Contractors are managed similar to an employee and work under Fortescue’s Health and Safety Management Systems, which are subject to other types of audits and inspections. |
| Offsite | <ul style="list-style-type: none"> Contractor does not work on a Fortescue site / tenement Contractor works under their own Health and Safety Management system Level of Fortescue influence in health and safety performance is low Hours are not collected for reporting purposes |

3. KEY ACCOUNTABILITIES

Table 2: Key Accountabilities

| Role | Responsibility |
|---|--|
| Principal's Representative | <ul style="list-style-type: none"> Responsible for giving Directions on behalf of the Principal concerning the day-to-day operations and activities of the Services and generally in connection with the Agreement. While they hold the overall responsibility for giving directions to the Contractor to ensure these contractual obligations are met, the Principal's Representative can delegate some tasks to Contract Owner who is normally site based. |
| Contractor Owner (Actual title may vary) | <ul style="list-style-type: none"> is Also known as the Contractor Manager. i Responsible for the day-to-day management of Contractor operations and performance management from mobilisation through to de-mobilisation. Responsible for directing Contractor compliance to the minimum requirements with regard to health and safety and other operational obligations within the contract. |
| HS Team Members | <ul style="list-style-type: none"> Understand, apply, and maintain knowledge of current governing regulations, codes and practices and Australian Standards and legislative HS requirements. Ensure HS risks are managed. Ensure a site emergency preparedness and response plan is prepared, implemented, and maintained. Demonstrate commitment to the success of HS initiatives and achievement of objectives. Ensure suitable level incident investigations are conducted for all events. Ensure a process for assessing and verifying Contractor compliance to elements of this plan is in place. |
| Supervisors | <ul style="list-style-type: none"> Provide a written report to the incoming Supervisor in relation to the state of the mine workings and plant. Ensure compliance with the Mine Safety Management System as applicable to their area of responsibility so risks to health and safety are reduced. Allocate tasks to workers to be carried out. Supervise and control workers and other persons. Inspect areas where workers and other persons travel for risks or hazards to those persons. Take steps, so far as is reasonably practicable, that workers and other persons are not exposed to risks or hazards. |
| All Personnel | <ul style="list-style-type: none"> Take reasonable care of themselves and others. Comply with standard work instructions and only undertake tasks for which they are trained and authorised. |

| Role | Responsibility |
|------|---|
| | <ul style="list-style-type: none"> • Perform duties in a safe, ethical, and lawful manner, treat teammates with respect and ensure conduct does not adversely affect work performance, safety, and health. • Stop work when a perceived unsafe condition, behaviour or hazard arises. • Present fit for work. • Use personal protective equipment (PPE) provided in the manner instructed and take reasonable care of plant and equipment. • Attend and participate in pre-start meetings, safety presentations and weekly toolbox meetings. • Immediately report hazards, near misses, and incidents and ensure preservation of incident scenes. |

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 3: 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 |

PART 1: HEALTH, SAFETY, ENVIRONMENT & SECURITY (HS) PLAN AND MINIMUM STANDARDS

5. DELIVERABLES

5.1 Deliverables – Tender Requirements

Where invited to tender, Contractors must ensure the following deliverables are submitted at tender stage for evaluation:

Table 4: Deliverables Required at Tender Stage

| Contractor Classification | Deliverables Required at Tender Evaluation |
|---------------------------|---|
| Monitored Onsite | <ul style="list-style-type: none"> Contractor HS Self-Assessment (100-QE-CT-0001) and accompanying Health and Safety Management Plan HS Questions for Contractors (Statistics, including employee turnover) (100-FR-CT-0073) Risk register appropriate to the contract scope of works Training needs analysis outlining skills, competencies, and certification of workers appropriate to the contract of works Assurance plan outlining frequency and type of audits and inspections to be carried out during the tenure of work Contractor's health, safety, and training support Contractor's supervisor to personnel ratio |
| Managed onsite | <ul style="list-style-type: none"> HS Questions for Contractors (Statistics, including employee turnover) (100-FR-CT-0073) Written notification from Contractor confirming acceptance of the Fortescue Health and Safety Management System. Contractor's Injury Management Procedure Contractor's Training and Competency Procedure |
| Offsite | Determined as per scope of work. |

NOTE: *Tenderers who are successful in their bids will be required to have a fully endorsed Health and Safety Management Plan (as evaluated by the Contractor HS Self-Assessment 100-QE-CT-0001) prior to approval given to access mobilisation (CMS, SuccessFactors) systems.*

5.2 Deliverables – Pre-mobilisation Requirements

The *Contractor Health and Safety Pre-Mobilisation Checklist (45-00000-CK-SA-0005)* provides a list of HS deliverables to be prepared and submitted to the Health and Safety Department for review and approval.

Contractors must submit their HS deliverables at least 4 weeks prior to mobilisation to site for approval two weeks prior to mobilisation.

In some instances, where scope, size, risk, or nature of work allows, some items may not be applicable. Deviation from the list of deliverables must be at the discretion of the HS Department, in consultation with the relevant Principal's Representative.

6. LEADERSHIP AND ACCOUNTABILITY

6.1 Health, Safety, Emergency and Security Policy

Contractors must include a current copy of their HS 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).

6.2 Organisation and Resourcing

Contractors must undertake a documented risk-based assessment to determine Supervisory and HS support requirements, considering the 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 5 is provided as a minimum requirement to establishing HS Team and Supervision. All resourcing specified refers to on-site resources.

Table 5: Supervision and HS Ratios

| Supervision | HS |
|--|---|
| <ul style="list-style-type: none"> • 1 Supervisor for every 10 workers: <ul style="list-style-type: none"> ○ 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. • 1 Leading Hand for every 10 workers: <ul style="list-style-type: none"> ○ Leading Hand's role is to support supervision in monitoring and providing leadership for the works. Leading Hand positions are able to participate in fieldwork, and the operation of machinery. | <ul style="list-style-type: none"> • 1 HS Manager for => 150 employees • 1 HS Advisor per scope of work • 1 HS Advisor for every 50 employees for daytime duties • 1 HS Advisor for every 30 employees for night-time duties • 1 HS Trainer for every 100 personnel • 1 HS Administrator and Training Administrator for every 100 personnel <p><i>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 Contract Owner and Contractor.</i></p> |

Table 6: Qualifications and Experience

| Role | Experience |
|--|--|
| HS Manager (CV to be submitted to Fortescue for review and endorsement prior to mobilisation) | <ul style="list-style-type: none"> • 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. <p><i>NOTE: The Contractor's Health and Safety Manager must engage immediately upon award of the contract, subject to Fortescue approval.</i></p> |
| HS Advisors | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Demonstrably competent with at least 5 years Supervisor experience accrued within a similar industry. • Completion of prescribed National units of Competency in workplace health and safety risk management • 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) |

6.3 Contractor Roles and Responsibilities

Contractors must ensure HS 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 HS 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
- HS Commitments.

6.4 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 (100-PR-SA-1010)*.

In addition to completing prescribed Units of Competency for law and risk, Personnel required to undertake an appointed position must complete the *Fortescue Online Safety Accountability training* or a certified equivalent.

So that accurate records can be maintained, Contractors are required to advise their Site / Project's HS Compliance team within seven (7) days when personnel holding an appointed position resign, cease employment or other change.

6.5 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.

6.6 Reward and Recognition

Fortescue has implemented a system of reward and recognition, used to celebrate HS 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.

6.7 Safety Culture Survey

Contractors are required to participate in Fortescue's annual Safety Culture 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.

7. HS COMPLIANCE MANAGEMENT

7.1 Legal and Other Obligations Register

Contractors must develop a Legal and Other Obligations Register, which outlines specific HS, 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.

8. HS RISK AND CHANGE MANAGEMENT

8.1 Risk Management Framework

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 Team Based Risk Assessment.

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 of Risk Assessment Tools (Contractor's equivalent may apply)

| Activity | Timing | Use | Attendees |
|--|---|---|---|
| Risk Register | Prior to mobilisation. | Used to list the applicable risks associated with a contractor's scope of work | Contractor |
| Critical Risk Assessment | Prior to mobilisation and before SoW or variation. | Used to identify potential fatality of serious injury risk for the work to be undertaken. | Fortescue and Contractor's key personnel |
| 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 8.1.6 | 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 |

8.1.1 Risk Register

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

The Contractor may choose to use the Fortescue template, or their own. If using the Fortescue template, the *Team Based Risk Assessment (TBRA) Template (100-FR-RK-0010)* can be used.

8.1.2 Critical Risk Assessment Workshop (CRAW)

Contractors must conduct a *Critical Risk Assessment Workshop (CRAW)* prior to mobilisation. Contractors may use their own, or adopt Fortescue's templates:

- *Critical Risk Assessment Workshop Guideline (100-GU-SA-0006)*
- *Critical Risk Assessment Workshop Form (100-FR-SA-0668)*

The purpose of the 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 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 CRAW must be submitted to Fortescue for review and endorsement. The CRAW is a live document and updated throughout the SoW as necessary.

8.1.3 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 HS e.g. Simultaneous Operations (SIMOPS)

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

8.1.4 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 (100-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.

8.1.5 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 (100-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 HS risk to as low as reasonably practicable (ALARP), or So Far as is Reasonably Practicable (SFAIRP).

8.1.6 Safe Work Method Statements (High Risk Construction Work)

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

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

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 | |

8.1.7 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 (100-PR-RK-0005)*.

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

8.2 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.

8.2.1 Identify then Rectify (ITR)

Contractors must participate in Fortescue's *Identify then Rectify (ITR) program (100-PR-SA-1079)*. 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.

8.3 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 HS 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 (100-PR-SA-0003)*.

9. HS PLANNING, GOALS AND TARGETS

9.1 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 |
| Significant Incident Frequency Rate (SIFR) | 3.0 |
| 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 9.2 |

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

9.2 Leadership Key Performance Indicators

Contractors must implement HS 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.

9.3 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 HS 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.

10. HS TRAINING, AWARENESS, COMPETENCE AND BEHAVIOUR

10.1 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.

10.2 Pre-Mobilisation and Induction Training Requirements

All personnel working on Fortescue are required to meet the requirements outlined in *Prerequisite and Induction Procedure (100-PR-SA-1026)*, including the nomination and training of a Vendor Administrator to administrate the SuccessFactors CMS Portal.

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

10.2.1 Project Sites – Additional Requirements

Contractor personnel who will be onsite at Project Sites for a period over 6 weeks, must also complete the following.

Table 10: Project Sites Additional Training Requirements

| Mandatory Requirement | Description | Training Contact |
|-----------------------|--|---|
| WorkSmart | Musculoskeletal injury prevention and warm up at work stretching program, nationally accredited to <i>HLTWHS005 Conduct Manual Tasks Safety</i> . – Estimated duration 4 hours This training will be at the Contractors cost. | Email: training@corehs.com.au Core Health and Safety U6 Churchill Court, 232 Churchill Avenue Subiaco WA 6008 Phone: (08) 9221 2800 WEB: http://www.corehs.com.au/ Book directly with Core via email |

10.3 Verification of Competency

Contractors must implement a system to verify competency of personnel that meets or exceeds the *Verification and Competency Procedure (100-PR-TR-0011)*.

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 (100-PR-SA-1026)* 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 2 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.

10.4 Contractor's 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.

10.5 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.

10.6 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 11: Guidance on Training Requirements for Contractors

| Contractor Classification | Requirement |
|---------------------------|--|
| Monitored Contractors | Training program that includes the following core competencies as a minimum: <ul style="list-style-type: none"> • 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 HS management system • Understanding of the work undertaken and the correct process • Communication skills (including literacy and language) |
| 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: <ul style="list-style-type: none"> • 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) |

10.6.1 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 section 1.1

11. HS COMMUNICATION, CONSULTATION AND REPORTING

Contractors must develop procedures that align communication and consultation processes with Fortescue's *Health and Safety Communication Procedure (100-PR-SA-0016)* so that the following is communicated to personnel on a regular basis:

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

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

11.1 HS Meetings

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

Table 12: HS 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 HS |
| 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 HS 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.

11.1.1 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.

Pre-start stretches must also be incorporated as part of the pre-start meeting.

11.1.2 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 HS matters.

HS 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 time frames 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.

11.2 Health and Safety Notices and Alerts

Fortescue may issue notices and/or alerts to notify workers of HS 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 HS noticeboards for information.

11.3 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.

11.4 Health and Safety Issue Resolution

Fortescue's *Health and Safety Issue Resolution Procedure (100-PR-SA-0012)* defines a process for resolving HS 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.

12. DOCUMENTATION, DOCUMENT CONTROL AND RECORDS MANAGEMENT

12.1 Contractor's 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 HS procedures and other documents are described and communicated.

12.2 Fortescue Supplier Portal– Access to HS Documentation

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

Requests for access should be made to the relevant Department Document Control team.

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

13. WORKPLACE HEALTH AND HYGIENE

13.1 Fitness for Work

13.1.1 Alcohol and Other Drugs

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

Contractors must ensure personnel participate in the Fortescue onsite drug screening program.

Contractors will conduct their own random D & A program each month on 10% of their site personnel, with 10% of those selected required to resubmit for a retest within the same shift. This random process must also include non-permanent site personnel and delivery drivers.

Personnel are required to attend Alcohol and Other Drugs testing within the specified time as per the notification email.

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

13.1.2 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 *Contractor Pre-employment Medical Procedure (100-PR-MM-0017.0001)*.
- Individual pre-employment medical elements are as per role requirements per the *Fitness for Work Declaration (100-FR-MM-0046)*.
- Where an individual has been identified as having a Higher Health Risk, this is to be identified in the Mobilisation System, with an accompanying Health Management Plan.
- 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.
- Have a process to ensure Supervision (where relevant) and the onsite Medical Centre are notified of any underlying conditions that need to be managed, or of any ongoing medications that are being taken.

13.1.3 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 (100-PR-MM-0013)*.

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 manning levels, the *HS Roster Compliance Assessment Tool Checklist (100-CK-MM-0010)* 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)s 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

13.2 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.

13.3 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 through the use of 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)

13.4 Heat Stress and Related Illnesses

Contractors must develop and implement a program to prevent heat related illness that aligns to Fortescue's *Heat Management Procedure (100-PR-SA-1055)* 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.

13.5 Health Surveillance

Health surveillance is used to identify early changes or adverse health effects in order 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 13.5.1 and 13.5.2 below.

13.5.1 Hearing and Noise Protection

All Contractors must ensure they have a process which meets or exceeds the *Occupational Noise Management Procedure (100-PR-SA-1043)*:

- 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.

13.5.2 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.

13.6 Occupational Hygiene Management

Contractors must implement a process which meets or exceeds Fortescue's *Occupational Hygiene Management Procedure (100-PR-SA-1041)*.

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

13.7 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.

13.8 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.

13.9 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.

14. ASSET MANAGEMENT

14.1 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

14.2 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.

14.3 Security

14.3.1 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.

14.3.2 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.

15. CONTRACTORS AND SUPPLIERS

15.1 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 HS requirements for formal communication of Fortescue and Contractor's HS expectations and requirements occurs.

15.1.1 Guidance on Management System Requirements

Contractors and any Subcontractors must ensure the following is implemented:

- This Specification and other Fortescue HS 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 HS Assurance Programs, as requested.

15.2 Ongoing Subcontractors Management

Contractors must ensure a system to manage their Subcontractors' HS performance.

This system must include:

- evaluation, monitoring, auditing, and control processes;
- integration between Contractors and Subcontractors HS management systems;
- the provision of active and continuous oversight of Subcontractors to assist in verifying compliance with contractual and HS Management Plan requirement;
- active monitoring of Subcontractors against a set of HS 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.

16. EMERGENCY MANAGEMENT

16.1 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.

16.2 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.

16.3 Inclement Weather

16.3.1 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.

16.4 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.

16.5 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.

16.6 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.

17. NON-CONFORMANCE, INCIDENT MANAGEMENT AND INVESTIGATION

17.1 Minimum Requirements

Contractors must implement Fortescue's *Incident Event Management Procedure (100-PR-SA-0011)* 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 immediately (within 1 hour) 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 (100-PR-SA-0011)* 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.

17.2 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.

17.2.1 Incident Reporting Timeframes

All incidents are required to be reported, investigated, and closed out in accordance with the *Incident Event Management Procedure (100-PR-SA-0011)*. All supporting information used in the incident investigation are uploaded into BMS.

17.2.2 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.

17.2.3 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 response 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;

17.3 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 (100-PR-MM-0015)*;
- 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 HS 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.

18. HS AUDITING AND MONITORING

18.1 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 HS 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.

18.2 Audit Program

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

- be at a frequency appropriate to the level of HS 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 HS Audits at the following frequency.

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

Table 13: Types of Audits and Reviews

| Type of Audit | Frequency | Document Number |
|--|---|---|
| Contractor HS Readiness Review | 4 weeks post mobilisation | Post Mobilisation Audit Tool (100-AU-CT-0007) |
| Contractor HS Management Systems Audits | 10 weeks post mobilisation and every 2 yearly thereafter unless determined by risk. | Contractor HS Audit Tool (100-AU-CT-0002) |
| Corporate Major Hazard Control Standards (MHCS) Audit | Annual | MHCS Audit Tool (100-FR-SA-0541) |
| Targeted Audits; As determined by inadequate HS performance | Variable | As determined by risk |

19. MANAGEMENT REVIEW

19.1 Annual Management Review

Contractors must have a process in place to conduct annual management reviews of its HS 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, an HS improvement plan must be developed, implemented, and communicated.

19.2 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.

PART 2: MAJOR HAZARD CONTROL STANDARDS AND CONSTRUCTION RISKS

20. MAJOR HAZARDS MANAGEMENT PROGRAM

In line with the *Major Hazard Control Standards (MHCS) (100-ST-SA-1000)*, all sites are required to develop *Major Hazards Bowties* using the Bowtie methodology and implement the Major Hazards framework on which a targeted Major Hazard Critical Control Monitoring Program, 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 (100-PL-SA-1004)* 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 (100-PR-SA-1048)*.

Contractors may utilise their own process where established.

20.1 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)*.

20.2 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 at all times.

- 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 (100-PR-SA-1028)* must be complied with.

20.2.1 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 (100-PR-SA-1029)* 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.*

20.3 Permit to Work

Table 14 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 14: Permit to Work Compliance Requirements

| Process Requirement | Brownfields / Operational Sites | Greenfields Construction Sites |
|----------------------------|---|--|
| Permit to Work | Contractors must comply with <i>Permit to Work Procedure (100-PR-SA-1033)</i> | Contractor may utilise own process if it meets or exceeds Fortescue process. <i>NOTE: Once equipment has been construction verified and energisation occurs, the Fortescue Permit to Work Procedure will apply.</i> |
| Hot Works | Fortescue <i>Hot Works High Risk Work Certificate</i> applies | Contractor may utilise own process if it meets or exceeds Fortescue process |
| Confined Space | Fortescue <i>Confined Space High Risk Work Certificate</i> applies | Contractor may utilise own process if it meets or exceeds Fortescue process |
| Working at Heights | Fortescue <i>Working at Heights High Risk Work Certificate</i> applies | Contractor may utilise own process if it meets or exceeds Fortescue process |
| Excavation and Penetration | Fortescue <i>Excavation and Penetration Risk Work Certificate</i> applies | Where current infrastructure exists, Fortescue <i>Excavation and Penetration High Risk Certificate</i> applies. |
| Grid Mesh Removal | Fortescue <i>Grid Mesh Removal High Risk Work Certificate</i> applies | Contractor may utilise own process if it meets or exceeds Fortescue process |
| High Voltage access | Fortescue <i>High Risk Work Certificate</i> applies | Fortescue <i>High Risk Work Certificate</i> 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 (100-PR-SA-1033)*:

- 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.

All Certificates and Permits are issued through Fortescue approved Permit Co-ordinators.

20.4 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 (100-PR-SA-1038)*. 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.

20.5 Cranes and Lifting Equipment

Where applicable, Contractors must implement a process which meets or exceeds Fortescue's *Cranes and Lifting Equipment Procedure (100-PR-SA-1036)*. 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 2 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).

20.6 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 (100-PR-SA-1054)* and *Excavation Certificate (100-FR-SA-0644)*.

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.

20.7 Electrical Hazards

Where applicable, Contractors must ensure that electrical work executed meets or exceeds Fortescue's *General Electrical Safety Procedure (100-PR-SA-0020)*, and *Portable Electrical Equipment Procedure (100-PR-SA-1052)*.

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.

20.8 Traffic Management and Road Design

20.8.1 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*.

20.8.2 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 (100-PR-SA-0049)* 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.

20.9 Mobile Plant and Equipment

20.9.1 Licensing

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 2 years (model specific for mobile plant); and
- be authorised by Contractor's Site Manager.

20.9.2 Specifications & Site Access

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

- The *General Specification – Mobile Equipment (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)*.
- Mining Equipment Pre-Use Inspection Checklists (As available at <https://fmgl.sharepoint.com/am/Mobile-Equipment/HME/Pages/Inspection-Sheets.aspx>)
- All Plant and Equipment must be accompanied by a *Weed and Seed Certificate (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.

20.9.3 Registered Plant

Fortescue's *Plant – Interim Management Plan – Pressure Vessels, Cranes, Monorails and Winches (45-PL-EG-0001)* outlines the requirements during the transition period between the repealed *Mines Safety and Inspection Act 1994* towards meeting the requirements under the *Work Health Safety Regulations 2022*.

For Contractors working on Fortescue sites, the following applies:

- Contractors must ensure that records of all tests, inspections, maintenance, and commissioning for registerable plant is available and readily accessible;
- Registerable plant are registered with Work Safe WA as applicable (i.e. Design registration for all registerable plant, and item registration where applicable) – See Table below
- Inspection frequencies are maintained, and plant is inspected, tested and calibrated as per their requirements; and
- There are no longer requirements to maintain the previous “classified plant books”.

Table 15: Registration Requirements for Certain Plant

| Item | Design Registration | Item Registration |
|------------------------------------|---------------------------------|---------------------------|
| Pressure Vessel | Yes – Hazard levels A B C and D | Yes – Hazard levels A B C |
| Workbox for suspension from cranes | Yes – all | No |
| Boom type EWP | Yes – all | No |
| Gantry Crane | Yes, SWL over 5T | No |
| Bridge Crane | Yes, SWL over 10T | No |
| Vehicle hoist | Yes, all | No |
| Mobile Crane | Yes, SWL over 10T | No |

20.9.4 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' License 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.

20.9.5 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:

- complete the Fortescue Rail Maintenance Track Rail Access Road induction via the Fortescue Hub; and
- hold *Operate and Maintain a 4wd Competency (RIIVEH305)* or complete *Defensive Driver Training* provided by a Fortescue approved Trainer of their selection that has received Train the Trainer training from a competent Fortescue Trainer.

20.9.6 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*).

20.9.7 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.

20.9.8 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.

20.9.9 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 *Tyre Management Procedure (100-PR-SA-1042)*.

20.9.10 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.

20.10 Journey Management

Contractors must implement their own journey management procedure which either meets or exceeds with the Fortescue *Journey Management Procedure (100-PR-EM-0005)* and the associated *Journey Management Form (100-FR-EM-0048)* or equivalent digital application.

The Fortescue *Missing Person Procedure (100-PR-SA-0071)* must be activated in the event of a missed call in.

20.11 Elevated Work Platforms (EWP's)

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 (100-PR-SA-1030)*; 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.

20.12 Physical Separation

Fortescue's *Physical Separation Barricading Procedure (100-PR-SA-1034)* 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.

20.13 Working at Heights

Contractors must implement a procedure which meets or exceeds Fortescue's *Working at Heights Procedure (100-PR-SA-1030)*.

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 - 100-PR-SA-1034*) 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.

20.14 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:
 - The use of fall injury prevention systems 100% of the time when working within 2 metres of an unprotected edge; and
 - 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 are scaffolds will be required.

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.

20.14.1 Marine Vessels 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

20.14.2 Diving 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.

20.15 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 (100-PR-SA-1050)* 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.

20.16 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 (100-PR-SA-1040)* 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 - 100-PR-SA-1034*) 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(100-PR-SA-1040)*)
- Implement all controls as per the Exemption
- Record in BMS under “Change Management”

20.17 Welding

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

- barricading (*Physical Separation and Barricading Procedure - 100-PR-SA-1034*) 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.

20.18 Total Fire Ban

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 (available from: <https://www.emergency.wa.gov.au/#totalfirebans>)

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 at the below link:

<https://www.dfes.wa.gov.au/totalfirebans/Pages/TFBPrescribedActivitiesOnlineNotificationForm.aspx>

20.19 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.

20.20 Scaffolding

Contractors must implement a procedure which meets or exceeds the Fortescue *Scaffolding Procedure (100-PR-SA-1039)*. 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;
- appropriate signage and installed barricading are around the work area; and
- Must be entered and maintained in a scaffolding register.

20.21 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.

20.22 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.

20.23 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.

20.24 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 Materials Management Procedure (100-PR-SA-1059)*, 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 *Hazardous Materials Management Procedure (100-PR-SA-1059)*.

The Contractor must ensure hazardous and/or dangerous goods being mobilised to Site must be submitted to Fortescue using the *Hazardous Materials Risk Assessment (100-FR-SA-0653)*, with the relevant manufactures SDS, for approval.

20.25 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.

20.26 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.

20.27 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.

20.28 Fibrous Materials Management

Contractors must implement a procedure which meets or exceeds *Fortescue Fibrous Materials Management Procedure (100-PR-SA-1060)*.

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.

20.29 Personal Protective Equipment (PPE)

Contractors must comply with Site access requirements for Fortescue's *Personal Protective Equipment Procedure (100-PR-SA-0039)*, 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 helps are mandatory except where exemptions apply.

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

20.30 Tooling

Contractors must implement *Fortescue's Prohibited and Restricted Items Register Procedure (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 *Health and Safety Risk Management Procedure (100-PR-RK-0001)*.

21. 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 16: Programmes and Schedules

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

22. 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.

Appendix 1: Project and Site Specific Management Plans

Table 17: Project and Site Specific Emergency Response Management Plan

| Project or Site | Reference |
|----------------------------|--|
| Christmas Creek | <ul style="list-style-type: none"> Christmas Creek Emergency Response Plan (CC-PL-EM-0001) |
| Cloudbreak | <ul style="list-style-type: none"> Cloudbreak Emergency Response Plan (CB-PL-EM-0003) |
| Eliwana Mine | <ul style="list-style-type: none"> Eliwana Emergency Management Plan (EW-0000-PL-EM-0002) |
| Hedland Operations | <ul style="list-style-type: none"> Hedland Operations Emergency Response Management Plan (PH-00081-PL-EM-0001) |
| Iron Bridge | <ul style="list-style-type: none"> Iron Bridge Project Emergency Management Plan (662NS-0000-PL-EM-0001) |
| Power Transmission Project | <ul style="list-style-type: none"> Power Transmission Project Emergency Management Plan (540PT-0000-PL-EM-0001) |
| Pipeline Project | <ul style="list-style-type: none"> Pipelines Project – Emergency Management Plan (662NS-3000-PL-EM-0001) |
| Solomon | <ul style="list-style-type: none"> Solomon Emergency Management Plan (SO-PL-SA-0009) |

Table 18: Project and Site Specific Cyclone Preparedness and Response Plans

| Project or Site | Reference |
|------------------------------|--|
| Christmas Creek | <ul style="list-style-type: none"> Christmas Creek Cyclone Emergency Response Procedure (CC-PR-EM-0002) |
| Cloudbreak | <ul style="list-style-type: none"> Cloudbreak Cyclone Emergency Response Procedure (CB-PR-EM-0001) |
| Eliwana | <ul style="list-style-type: none"> Eliwana Cyclone Management Plan (EW-0000-PL-EM-0003) |
| Hedland Operations | <ul style="list-style-type: none"> Hedland Operations Cyclone Management Procedure (HE-00000-PR-EM-0001) |
| Iron Bridge | <ul style="list-style-type: none"> Iron Bridge Cyclone Management Plan (662NS-0000-PL-EM-0002) |
| Lumsden Point | <ul style="list-style-type: none"> Hedland Operations Cyclone Management Procedure (HE-0000-PR-EM-0001) |
| Pilbara Energy Connect | <ul style="list-style-type: none"> Pilbara Energy Connect – Cyclone Management Plan (200-5600-PL-EM-0002) |
| Pilbara Transmission Project | <ul style="list-style-type: none"> Pilbara Transmission Project – Cyclone Management Plan (540PT-0000-PL-SA-0001) |
| Solomon | <ul style="list-style-type: none"> Solomon – Cyclone Emergency Management – Plan (SO-PL-SA-0003) |

Table 19: Project and Site Specific Traffic Management Plans

| Project or Site | Reference |
|--|---|
| Chichester (Includes Cloudbreak and Christmas Creek) | <ul style="list-style-type: none"> Chichester Traffic Management Plan (CH-03038-PL-OP-0001) |
| Eliwana Mine | <ul style="list-style-type: none"> Eliwana Mine Traffic Management Plan (EW-0000-PL-SA-0003) |
| Hedland Operations | <ul style="list-style-type: none"> Hedland Operations Traffic Management Plan (PH-PL-SA-0001) |
| Iron Bridge | <ul style="list-style-type: none"> Iron Bridge Traffic Management Plan (IB-0000-PL-OP-0001) |
| Pilbara Transmission Project | <ul style="list-style-type: none"> Pilbara Transmission Project: Traffic Management Plan (540PT-0000-PL-SA-0004) |
| Solomon | <ul style="list-style-type: none"> Solomon Traffic Management Plan (SO-0000-PL-SA-0002) |

Table 20: Project and Site Specific Blast Management and Explosive Management Plans

| Project Site | Reference |
|---|---|
| Eliwana | <ul style="list-style-type: none"> 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) | <ul style="list-style-type: none"> Chichester Blasting Operations Management Plan (CH-03038-PL-OP-0002) |
| Iron Bridge | <ul style="list-style-type: none"> Iron Bridge Drill and Blast Management Plan (662NS-0000-PL-SA-0003) Iron Bridge Project Explosive Management Plan (662NS-0000-PL-SA-0004). |
| Solomon | <ul style="list-style-type: none"> Solomon Explosive Management Plan (SO-00000-PL-SA-0005) Solomon Drill and Blast Management Plan (SO-00000-PL-SA-0006) |

Table 21: Project and Site Specific Access and Security Management Plans

| Project or Site | Reference |
|---|--|
| Chichester (Christmas Creek and Cloudbreak) | <ul style="list-style-type: none"> Chichester Site Access (CH-00000-PR-SA-0003) |
| Eliwana | <ul style="list-style-type: none"> Eliwana Security Plan (EW-0000-PL-SE-0001) |
| Hedland Operations | <ul style="list-style-type: none"> Maritime Security Plan (P-PL-SE-0002) – <i>Restricted access to select personnel only.</i> |
| Lumsden Point | <ul style="list-style-type: none"> Maritime Security Plan (P-PL-SE-0002) – <i>Restricted access to select personnel only.</i> |