HEALTH AND SAFETY HANDBOOK

A guide for employees and contingent workers

CS-OHS-M-01

Responsible Officer: Principal Health and Safety Specialist
Responsible Manager: Head of Health and Safety
Responsible Executive: Chief Operating Officer



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OUR PURPOSE

Deliver safe, reliable, affordable and sustainable energy for Queensland

OUR VALUES



Our values define how we work, and help make CS Energy a great place to work. They form the foundation of the high performing culture that we're building here at CS Energy.

We Work Safely
- Stay safe for each other
- Protect our environment
- Safe to run - every day
- Look for safer ways of working
- Operate compliantly
- Cyber safe together

We Embrace Change
- Innovate
- Explore new opportunities
- Ask questions and seek different perspectives
- Be agile and responsive
- Find opportunity in change

We Make Today Matter
- Be accountable
- Act with integrity
- Create a positive workplace
- Strive for successful outcomes
- Take action, speak up, and share learnings
- Solution orientated and create value

We Care
- Look out for and respect each other
- Engage with our communities
- Recognition and respect for Aboriginal and Torres Strait Islander Peoples
- Listen to our customers
- Embrace Diversity and Inclusion
- Work together
- Be transparent
- Celebrate success
- Seek to understand.

OUR SAFETY MISSION

Enable our people to support the business to make sound, health and safety choices

SAFETY STARTS WITH YOU

At CS Energy, everyone has a responsibility to work safely, look after each other and speak up when something isn't right. Our goal is simple: everyone goes home safe and well every day. The Life Saver Rules and Health and Safety Management System (HSMS) provide the framework that helps us achieve this.

Before You Start Work

You must:

- ✓ Complete the required inductions and training for your role
- ✓ Be trained, competent and authorised to perform the task
- ✓ Understand the hazards and controls associated with your work
- ✓ Complete a Personal Risk Assessment (2x2) before starting work
- ✓ Follow the approved procedure, permit, SWI, JSEA or SWMS that applies to the task
- ✓ Confirm all required controls are in place and effective

Your Safety Responsibilities

You are expected to:

- ✓ Take reasonable care of your own health and safety
- ✓ Take reasonable care that your actions do not affect others
- ✓ Follow safety procedures, permits and reasonable instructions
- ✓ Use the required personal protective equipment (PPE)
- ✓ Participate in toolbox talks, safety shares and consultation activities
- ✓ Report hazards, incidents and near misses
- ✓ Speak up if something doesn't look or feel safe
- ✓ Ask for help if you are unsure

Stop Work Authority

You have the right and responsibility to stop work if:

- ✓ Conditions have changed.
- ✓ A critical control is missing or ineffective.
- ✓ You do not understand the task.
- ✓ You believe someone could be injured.
- ✓ The work cannot be completed safely.

If work is stopped, reassess the risks, implement additional controls and only resume when it is safe to do so.

Before You Start Any Task

Ask yourself:

- ✓ Do I understand the task?
- ✓ What could hurt me or someone else?
- ✓ Consider line of fire hazards - What could move, fall, swing, release or shift, and am I in the way?
- ✓ What controls must be in place?
- ✓ Am I trained and authorised to do this work?
- ✓ What will I do if conditions change?

If you cannot confidently answer these questions, stop and seek advice.

Report It

Early reporting helps prevent incidents and allows risks to be addressed before someone gets hurt. Incident reports should be entered into Insight as soon as possible.

Report:

- ✓ Hazards
- ✓ Near misses
- ✓ Injuries and illnesses
- ✓ Property or equipment damage
- ✓ Environmental incidents
- ✓ Unsafe conditions or behaviours

Looking After Yourself and Others

Your health and wellbeing are just as important as physical safety. Support is available through:

- ✓ Your Leader or Supervisor
- ✓ Health and Safety Representatives (HSRs)
- ✓ Health and Safety Team
- ✓ Employee Assistance Program (TELUS Health)
- ✓ Mental Health First Aiders
- ✓ Mates in Energy

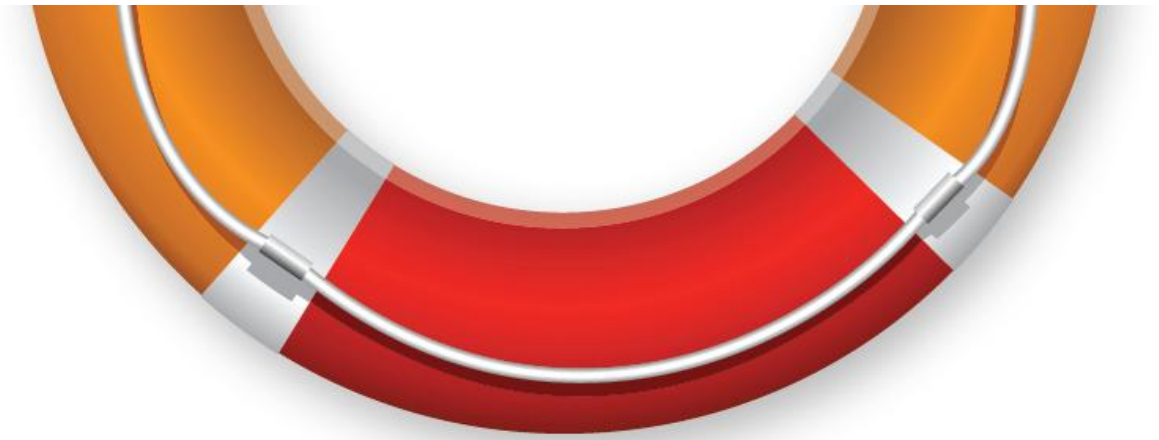
Remember



Nothing we do is so urgent that it cannot be done safely

- **Think before you act**
- **Implement and maintain the controls**
- **Challenge unsafe situations**
- **Speak up**
- **Stop work if it isn't safe**

LIFE SAVERS RULES



1.
No person shall direct anyone to break a Life Savers rule.

2.
Only operate equipment for which you are trained, competent and authorised.

3.
Only commence work after all appropriate permits to work (PTW) are in place.

4.
All necessary isolations must be in place and verified as effective in accordance with your role, before work can commence.

5.
Do not remove, bypass or modify a safety protection device without appropriate authorisation.

6.
Do not work at heights without appropriate fall protection systems in place for people and objects.

The Life Saver Rules identify activities that have the potential to cause serious injury or fatality if critical controls are not followed. They apply to all employees, contractors and visitors across CS Energy sites.

The rules establish minimum expectations for how high-risk work must be planned, authorised and performed. Before starting work, ensure you understand the Life Saver Rules that apply to your task and verify that the required controls are in place and effective. If a Life Saver Rule cannot be met, work must not proceed until the issue has been resolved.

If conditions change, stop work, reassess the risks and implement additional controls before continuing. Everyone has the authority and responsibility to challenge unsafe work and intervene when critical controls are missing or ineffective.

Remember: Life Saver Rules are not optional. They exist because failures in these activities have the potential to result in serious injury or loss of life.

HEALTH AND SAFETY AT CS ENERGY

Every person at CS Energy has a role to play in creating a safe and healthy workplace. Whether you are an employee, contractor, visitor or leader, we all share responsibility for identifying hazards, managing risks and looking after one another. Our goal is simple: everyone goes home safe and well every day.

The Health and Safety Management System (HSMS) is the framework we use to achieve this. It brings together our policies, procedures, standards, training, consultation processes and risk management activities into one integrated system that supports safe work across all CS Energy sites. The HSMS helps us identify hazards, manage risks, meet our legal obligations and continuously improve our safety performance.

The HSMS is built around seven key elements that work together to support safe and healthy workplaces.

The most effective way to prevent injury and illness is to eliminate hazards wherever possible. Where hazards cannot be eliminated, risks must be reduced using the hierarchy of controls and managed so far as is reasonably practicable. Everyone is expected to actively identify hazards, participate in risk management activities and stop work if conditions become unsafe.

This handbook provides a practical overview of CS Energy's health and safety requirements. It should be used alongside approved procedures, standards, permits, site requirements and supervisor instructions. If you are unsure about any task, stop and seek assistance before proceeding.

Safety is not something we do in addition to work. Safety is how we do our work.



STAYING SAFE AT WORK

Working safely starts with understanding the hazards associated with your work, assessing the risks and ensuring effective controls are in place before work begins. At CS Energy, health and safety is integrated into everyday work activities, from routine tasks through to high-risk work and major projects.

Our Approach to Risk Management

Every task has the potential to introduce hazards. Hazards must be identified, risks assessed and controls implemented before work begins. The preferred approach is to eliminate hazards wherever reasonably practicable. Where hazards cannot be eliminated, risks must be reduced using the hierarchy of controls.

The hierarchy of controls ranks risk controls from most effective to least effective:

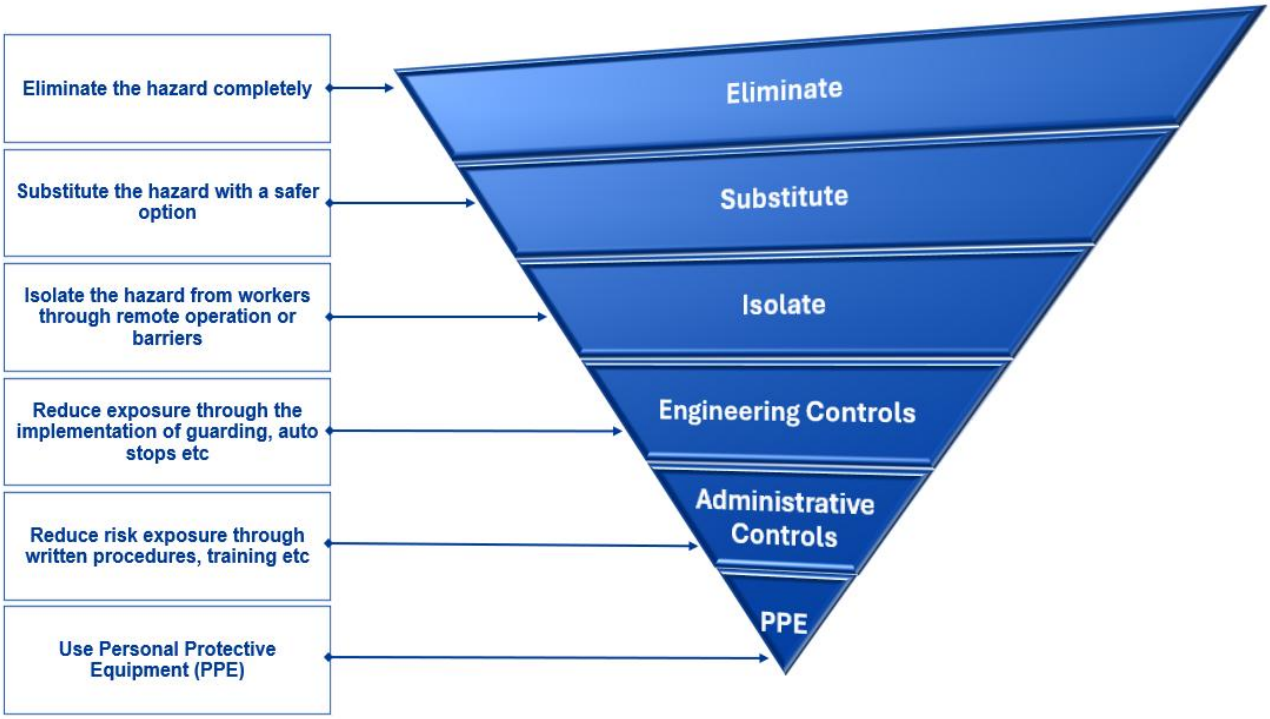


Figure 1 Hierarchy of Control

Higher-order controls provide greater protection and should always be considered first. PPE should be viewed as the last line of defence, not the primary control.

Before Starting Work

Before any task begins, workers should confirm:

- They understand the scope of work.
- Hazards have been identified.
- Risks have been assessed.
- Controls are in place and effective.
- Required permits and approvals have been obtained.
- Workers are trained, competent and authorised.
- Emergency arrangements are understood.

If Conditions Change

Workplaces are dynamic and risks can change quickly. If conditions change, new hazards are identified or controls become ineffective:

- Stop work.
- Reassess the risks.
- Implement additional controls.
- Consult with your supervisor or work team.
- Only continue once it is safe to do so.

Every worker has the authority and responsibility to stop work if they believe the activity cannot be completed safely.

Consultation and Speaking Up

Health and safety works best when everyone participates. Workers are encouraged to:

- Raise hazards and concerns.
- Participate in toolbox talks and safety discussions.
- Contribute to risk assessments.
- Report incidents and near misses.
- Engage with Health and Safety Representatives (HSRs) and Health and Safety Committees.

If you see something unsafe, speak up.
Early intervention prevents incidents and helps protect everyone at work.

Key Definitions

Term	Definition
Critical Control	A control that is essential to preventing or minimising the consequences of a critical risk event.
Critical Control Verification (CCV)	A field verification process used to confirm critical controls are present, effective and working as intended during high-risk work activities.
Critical Risk	An activity or situation that has the potential to result in serious injury or fatality if controls fail.
Hazard	Anything with the potential to cause injury, illness, damage to property or harm to the environment.
Health and Safety Management System (HSMS)	The framework of policies, procedures, processes and practices used by CS Energy to manage health and safety risks and continually improve performance.
Health and Safety Representative (HSR)	A Health and Safety Representative (HSR) is a worker elected by their work group to represent workers on health and safety matters, raise concerns, and consult with the employer to help improve workplace health and safety.
Job Safety and Environmental Analysis (JSEA)	A task-based risk assessment used to identify hazards and implement controls before non-routine or higher-risk work is undertaken.
Line of Fire	Being in a position where a person could be struck, caught, crushed, trapped or injured by moving equipment, stored energy, falling objects or changing conditions.
Officer In Charge (OIC)	The authorised person responsible for controlling plant, equipment or systems under the Permit to Work process and ensuring isolations and permit conditions are maintained.
Permit to Work (PTW)	A formal system used to control high-risk work and ensure hazards, isolations and required controls have been identified before work commences.
Permit to Work Officer (PTWO)	A competent and authorised person responsible for issuing, coordinating and administering permits within the Permit to Work system.
Personal Safety	The management of hazards that can directly cause injury or harm to an individual worker. Examples include slips, trips and falls, working at heights, mobile plant interactions, manual handling, line of fire exposures, confined spaces and electrical work. Personal safety focuses on preventing injuries to people carrying out work activities.
Process Safety	The management of hazards associated with the operation of plant, equipment and systems that could result in a major incident. Examples include the uncontrolled release of electricity, steam, pressure, chemicals, fuel or stored energy. Process safety focuses on preventing events that could cause multiple injuries or fatalities, significant environmental harm, major asset damage or disruption to operations.
Risk	The likelihood that a hazard will cause harm and the severity of the consequences if it does.
Safe Work Instruction	A documented instruction describing the approved and safest method for performing a routine task.
Safe Work Method Statement (SWMS)	A document that identifies hazards, risks and controls associated with high-risk construction work.
Simultaneous Operations (SIMOPS)	SIMOPS occur when two or more work activities are taking place at the same time in the same area, and one activity could affect the safety of another.
Verification of Competency (VOC)	A process used to confirm a worker has the skills, knowledge and ability required to safely perform specific work activities.

ELEMENT 1. LEADERSHIP AND WORKER PARTICIPATION

1.1 Why This Matters

Creating a safe and healthy workplace is a shared responsibility. Strong health and safety performance requires visible leadership, genuine worker participation and open communication about hazards, risks and opportunities for improvement. At CS Energy, everyone has a role to play in identifying hazards, managing risks and contributing to a positive safety culture.

Leaders set the direction, provide resources and demonstrate the behaviours expected across the organisation. Workers contribute through consultation, hazard reporting, risk management activities and speaking up when something is unsafe. Together, these actions support the continuous improvement of our Health and Safety Management System (HSMS).

1.2 Safety Leadership

Health and safety is a core business responsibility at every level of CS Energy. Leaders are expected to actively demonstrate their commitment to safety by setting standards, holding people accountable and engaging with workers, supporting risk management activities, participating in safety interactions and ensuring resources are available to manage health and safety risks.

Visible leadership helps build trust, encourages open communication and reinforces the importance of working safely every day. Workers should expect leaders to support safe decision-making and respond appropriately when concerns are raised.

1.3 What We Expect from Everyone

Every person at CS Energy has responsibilities under health and safety legislation and our Health and Safety Management System.

Workers Must:

- Take reasonable care of their own health and safety
- Take reasonable care that their actions do not adversely affect others
- Follow approved procedures, permits and reasonable instructions
- Use tools, equipment and PPE correctly
- Identify and report hazards, incidents and near misses
- Participate in risk assessments, toolbox talks and safety discussions
- Stop work if conditions become unsafe
- Ask for assistance if unsure how to perform a task safely

Leaders Must:

- Provide a safe work environment
- Ensure hazards are identified and risks are managed
- Consult with workers on health and safety matters
- Provide adequate training, supervision and resources
- Investigate incidents and address identified issues
- Support continual improvement of health and safety performance

1.4 Consultation and Worker Participation

Consultation is an important part of how health and safety is managed at CS Energy. Workers are often closest to the job and can provide valuable insights into hazards, risks and opportunities for improvement. Consultation occurs through a range of formal and informal processes including:

- Toolbox talks
- Safety shares
- Risk assessments
- Workplace inspections
- Health and Safety Committees
- Health and Safety Representatives (HSRs)
- Incident investigations
- Safety interactions and leadership walks

Workers are encouraged to raise concerns, ask questions and contribute ideas for improving safety. All concerns should be addressed respectfully and in a timely manner.

1.5 Health and Safety Representatives (HSRs)

HSRs are elected workers who represent members of their work group on health and safety matters. HSRs play an important role in consultation and can assist workers by:

- Raising health and safety concerns
- Participating in inspections and investigations
- Monitoring workplace health and safety issues
- Supporting issue resolution processes
- Representing their work group in health and safety discussions

Workers are encouraged to speak with their HSR if they have concerns about health and safety that they are unable to resolve through normal workplace discussions.

1.6 Health and Safety Committees

Health and Safety Committees provide a formal forum for discussion of health and safety matters. These committees bring together worker representatives and management to:

- Review health and safety performance
- Discuss hazards and workplace concerns
- Monitor actions and improvements
- Share lessons learned from incidents
- Support continuous improvement initiatives

1.7 Speaking Up

Everyone has the right and responsibility to speak up when they identify a hazard, unsafe condition or ineffective control. If something doesn't look right:

- Stop and assess the risk
- Raise the issue with your supervisor or work group
- Seek assistance from an HSR if required
- Escalate the concern if it remains unresolved

Early intervention prevents incidents and helps create a safer workplace for everyone.



Key Message

Health and safety is not owned by one person, team or department.

Leadership, consultation and worker participation are fundamental to creating a safe workplace.

We all have a responsibility to identify hazards, manage risks, speak up and support one another

1.8 Element 1 Procedures

Title	CS Document ID	Trim Reference
Consultation & Communication	CS-OHS-74	B/D/17/14081
CS Energy Legal Health and Safety Compliance Manual	CS-OHS-M-02	B/D/25/6272
Governance Framework Standard	CS-GOV-01	B/D/13/34513
Health and Safety Committee Charters (site based)	Held in TRIM	
Health and Safety Management System Framework	CS-OHS-M-03	B/D/17/9550
Health and Safety Policy		B/D/11/39698
Incident Management Procedure (formerly Learning from Incidents)	CS-IM-01	B/D/11/45318
Legal / Obligations Compliance Register	Held in Insight	
Workers' Compensation and Rehabilitation Policy		B/D/11/30963

ELEMENT 2. PLANNING

Planning is how we make work safe before it starts. Effective planning helps us identify hazards, understand risks, select appropriate controls and make sure the right people, equipment, information and approvals are in place. By taking the time to plan work properly, we reduce the likelihood of incidents and create safer outcomes for everyone.

2.1 Why Planning Matters

Every task has the potential to introduce hazards. Some hazards are obvious, while others may only become apparent when conditions change or multiple activities are occurring at the same time. Planning helps us identify these risks early so that they can be eliminated or controlled before work begins.

Good planning considers:

- The work being performed
- Hazards and potential consequences
- The people involved
- Equipment and materials required
- Environmental conditions
- Emergency arrangements
- Changes that may affect the work

2.2 Understanding Risk

A hazard is anything with the potential to cause injury, illness, damage to property or harm to the environment. Risk is the likelihood that harm may occur and the severity of the consequence if it does.

Hazards may arise from:

- Plant and equipment
- Working at heights
- Hazardous chemicals
- Confined spaces
- Electricity and stored energy
- Dust, noise and other health exposures
- Vehicle and pedestrian interactions
- Psychosocial factors

Identifying hazards early allows controls to be implemented before people are exposed to harm.

2.3 The Hierarchy of Controls

When controlling risks, the most effective control should always be considered first.

The hierarchy of controls ranks risk controls from most effective to least effective:

1. Eliminate the hazard
2. Substitute a safer option
3. Isolate the hazard
4. Engineering controls
5. Administrative controls
6. Personal Protective Equipment (PPE)

Elimination is always the preferred option. When elimination is not reasonably practicable, other controls must be used to reduce the risk so far as is reasonably practicable.

2.4 Our Risk Assessment Tools

Different tasks require different levels of planning and assessment. CS Energy uses several tools to help workers identify hazards and manage risk.

Tool	When it is Used
Personal Risk Assessment (2x2)	Before starting any task
Job Safety and Environmental Analysis (JSEA)	Non-routine or first-time tasks
Safe Work Instruction (SWI)	Routine work activities
Safe Work Method Statement (SWMS)	High-risk construction work
Operations Risk Assessment (ORA)	Complex activities, plant changes or significant risks

These tools help ensure hazards are identified, controls are verified and workers remain aware of changing conditions.

2.5 Personal Risk Assessment (2x2)

Before starting work, every worker must stop and think about the task they are about to perform.

A Personal Risk Assessment (2x2) helps workers:

- Identify hazards
- Confirm required controls are in place
- Consider changing conditions
- Prevent complacency
- Maintain awareness throughout the job

Workers should reassess risks whenever conditions change, additional hazards are identified or new work activities are introduced nearby.



Note:

2x2 can be undertaken in pocketbook form or on the Clew mobile app

2.6 Planned and Unplanned Change

Work conditions can change quickly. Weather, equipment failures, new work activities, altered scope, additional personnel or changing site conditions can introduce new hazards.

When work changes:

- Stop and reassess the risks
- Review existing controls
- Introduce additional controls if required
- Communicate the changes to affected workers
- Only continue when it is safe to do so

Managing change effectively helps prevent incidents caused by assumptions, shortcuts or changing work environments. (See Section 4.8 Management of Change for more information).

2.7 Emergency Preparedness

Planning also includes preparing for situations that do not go as expected.

Workers must understand:

- Emergency alarms and notifications
- Evacuation procedures
- Assembly areas
- Emergency response arrangements
- How to raise an emergency
- Site-specific emergency requirements

Emergency exercises are conducted to ensure workers and emergency response teams can respond effectively if an incident occurs. Workers must participate in emergency exercises when they occur.

2.8 Lessons Learned

Learning from incidents, near misses and hazard reports is an important part of planning. Sharing lessons learned helps us improve controls, strengthen procedures and prevent similar events from occurring elsewhere in the business.

Workers are encouraged to actively participate in safety shares, toolbox talks and discussions about lessons learned from previous incidents.



Key Message

Safe work starts with good planning.

Take the time to identify hazards, assess risks, implement effective controls and stop work if conditions change.

Good planning is one of the most effective ways to prevent injury, illness and unplanned events.

2.9 Element 2 Procedures

Title	CS Document ID	Trim Reference
Contractor Management Procedure	CS-CMP-00	B/D/13/34521
Crisis Management Plan	CS-IM-02	B/D/11/43851
Emergency Response Plan	CS-IM-03	B/D/12/14048
Enterprise Risk Framework	CS-RISK-01	B/D/12/63934
Guidelines for Contractor Health and Safety Plans	CS-OHS-27	B/D/11/30952
Hazard and Improvement Reporting	CS-OHS-51	B/D/11/30973
Health and Safety Risk Management	CS-OHS-76	B/D/18/6609
Job Safety and Environmental Analysis (JSEA)	S1878	B/D/10/21585
Operations Risk Assessment (ORA)	S2122	B/D/13/15225
Personal Risk Assessment (2x2)	Printed pocketbook or Clew mobile app	B/D/18/19661
Risk Management Framework	CS-RISK-01	B/D/12/63934

ELEMENT 3. SUPPORT

The safest workplaces are supported by competent people, effective communication, clear procedures and access to the right tools and resources. Element 3 focuses on ensuring workers have the information, training, equipment and support they need to perform their work safely and confidently.

3.1 Why Support Matters

Every worker has the right to receive the information, training, supervision and resources necessary to perform their work safely. Having documented procedures, clear expectations and access to experienced support helps workers make informed decisions and effectively manage workplace risks.

Safety is supported not only by physical resources such as equipment and PPE, but also by knowledge, communication, leadership and access to reliable information.

3.2 Competence and Training

Workers must be trained, competent and, where required, authorised before undertaking work activities. The level of training required will vary depending on the hazards, complexity and risk associated with the task.

Training may include:

- Site inductions
- Role-specific training
- Verification of Competency (VOC)
- High Risk Work Licences
- Refresher training
- Emergency response training
- Supervisor and leadership training

If you are unsure whether you have the required training or competency to perform a task, speak with your supervisor before commencing work.

3.3 Site Inductions

Before entering a CS Energy site, workers must complete the required induction programs. These inductions provide essential information about site hazards, emergency procedures, safety expectations and local requirements.

Depending on your role, this may include:

- CS Energy Safety Induction
- Site-specific induction
- Fire Safety and Evacuation training
- Psychosocial Hazard Awareness training

Inductions help ensure everyone starts work with a consistent understanding of how safety is managed across CS Energy.

3.4 Communication and Consultation

Good communication is critical to maintaining a safe workplace. Health and safety information is communicated through a range of channels to ensure workers remain informed of hazards, risks, incidents, changes and safety improvements.

Communication may include:

- Toolbox talks
- Safety shares
- Lessons learned
- Site notices and signage
- Safety alerts
- Email communications
- Team meetings
- Health and Safety Committees

Workers are encouraged to actively participate in discussions about safety and raise concerns whenever they identify hazards or opportunities for improvement.

3.5 Learning From Experience

Incidents, near misses and hazard reports provide valuable learning opportunities. Sharing lessons learned helps us improve procedures, strengthen controls and reduce the likelihood of similar events occurring elsewhere in the business.

Lessons learned may be communicated through:

- Safety shares
- Toolbox talks
- Safety alerts
- Site noticeboards
- Red and Green Banner communications
- Team meetings and briefings

Learning from both successes and failures helps strengthen our safety culture and improve risk management across CS Energy.

3.6 Documents, Procedures and Standards

CS Energy maintains a range of procedures, standards and supporting documents to provide guidance on how work is to be performed safely. These documents ensure consistent expectations across sites and support compliance with legal and organisational requirements.

Examples include:

- Procedures
- Standards
- Safe Work Instructions (SWIs)
- Permit to Work documentation
- Emergency response plans
- Risk assessment tools
- Training materials

Current approved documents can be accessed through the intranet or via TRIM and should be consulted whenever work is planned or undertaken.

3.7 Resources and Equipment

CS Energy provides resources necessary to support safe operations. These may include:

- Plant and equipment
- Personal Protective Equipment (PPE)
- Safety systems and technology
- Training programs
- Emergency response equipment
- Specialist advice and support services

Workers are expected to use equipment correctly, maintain it in good condition and report defects or concerns as soon as they are identified.

3.8 Getting Help

If you need support, information or assistance, you should speak with:

- Your Supervisor
- Your Manager
- A Health and Safety Representative (HSR)
- A member of the Health and Safety Team
- A Subject Matter Expert (SME) relevant to the task being performed

Asking questions and seeking clarification is an important part of working safely. If you are unsure, stop and ask.



Key Message

Safe work relies on having the right people, the right information and the right resources available when work is performed.

Training, communication and access to accurate information help workers make safe decisions and manage risks effectively.

3.9 Element 3 Procedures

Title	CS Document ID	Trim Reference
Consultation & Communication	CS-OHS-74	B/D/17/14081
Health and Safety Management System Framework	CS-OHS-M-03	B/D/17/9550
Incident Management Procedure	CS-IM-01	B/D/11/45318
Minimum Training Requirements for High Risk Work	CS-OHS-69	B/D/14/20521
Personal Protective Equipment (PPE)	CS-OHS-50	B/D/12/1363
Standards for Training and Assessment	CS-HR-55	B/D/12/18450
Verification of Competency (VOC)	CS-OHS-66	B/D/13/27084

ELEMENT 4. OPERATIONS

Element 4 brings health and safety requirements into day-to-day work activities. It focuses on how work is planned, authorised, supervised and performed to ensure hazards are effectively controlled and people are protected from harm. Safe operations rely on identifying hazards, managing critical risks, following approved procedures and intervening when conditions change.

4.1 Why This Matters

Every task undertaken at CS Energy involves some level of risk. Whether performing routine maintenance, operating plant, managing contractors or undertaking high-risk work, hazards must be identified and effective controls implemented before work begins. Operational controls help ensure work is completed safely, consistently and in compliance with legal and organisational requirements.

4.2 Working Safely Every Day

Safe operations begin with understanding the task, identifying hazards and confirming that required controls are in place. Workers are expected to:

- Follow approved procedures and instructions
- Complete required risk assessments
- Comply with permit requirements
- Verify controls before starting work
- Use tools, equipment and PPE correctly
- Stop work if conditions change or become unsafe

Safe work is achieved when people, procedures and controls work together to manage risk.

4.2.1 Key Safety Terms

Understanding key operational concepts such as personal safety, process safety, permit to work, energy isolation and simultaneous operations helps workers recognise hazards, apply controls and perform work safely. These concepts are explained throughout this section and support the safe operation of CS Energy facilities.



Did you Know?

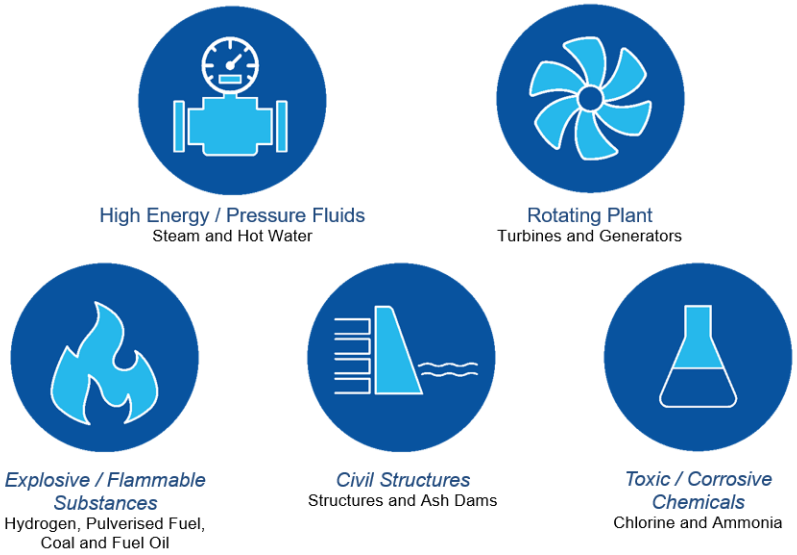
Personal safety protects people from workplace injuries.

Process safety protects people, plant, the environment and communities from major incidents.

4.3 Process Safety

Some hazards have the potential to cause multiple fatalities, significant plant damage, major environmental harm or prolonged business disruption. These hazards are often associated with the uncontrolled release of energy, hazardous substances or the failure of critical plant systems. At CS Energy, managing these hazards is known as Process Safety.

Process safety differs from personal safety. Personal safety focuses on preventing injuries associated with work tasks, while process safety focuses on preventing catastrophic events involving plant, equipment and hazardous energy sources. Both are essential to maintaining a safe workplace.



4.3.1 High voltage electricity

Electricity generation and distribution systems operate at voltages capable of causing serious injury, fatality, equipment damage and major business disruption. Workers may be exposed during operation, maintenance, testing, isolation activities or when working near energised equipment, making robust electrical safety controls essential. Always follow electrical isolation requirements, use approved access processes and never assume equipment is de-energised.

4.3.2 High pressure steam and fluids

Power generation relies on steam, water, fuel and hydraulic systems operating under high pressure. A sudden release can cause severe burns, impact injuries or equipment damage. Isolation, testing and verification are critical before starting work.

4.3.3 Rotating plant and machinery

Turbines, pumps, conveyors, fans, crushers and other rotating equipment present significant risks from entanglement, crushing, impact and mechanical failure. Guards, barriers and safe isolation practices help prevent injuries during operation and maintenance.

4.3.4 Flammable and explosive substances

Fuels, gases, combustible dusts and other flammable materials are used or generated across site operations. If these substances come into contact with an ignition source, they can cause fires or explosions. Controlling ignition sources and following safe handling procedures is essential.

4.3.5 Hazardous chemicals

Chemicals used in water treatment, fuel handling, laboratory processes, maintenance and cleaning activities may be toxic, corrosive, reactive or otherwise harmful. Always understand the hazards, follow the Safety Data Sheet (SDS) and use the required controls and personal protective equipment (PPE).

4.3.6 Civil structures and ash dams

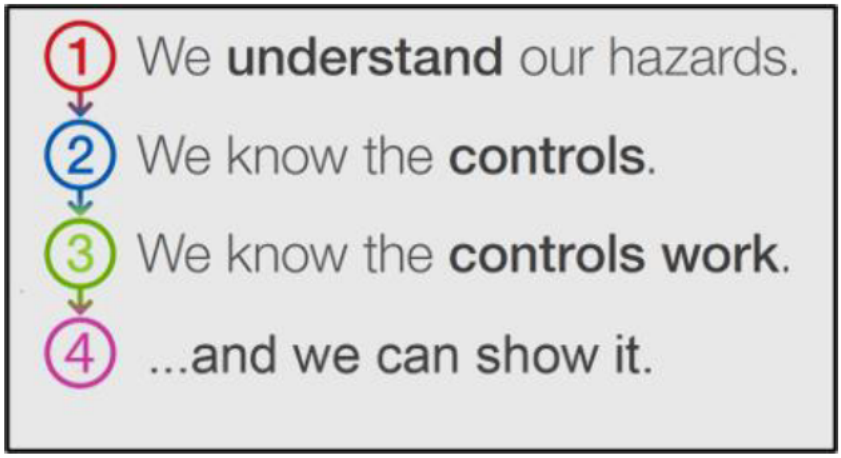
CS Energy operates and maintains large structures such as buildings, platforms, conveyors, retaining walls and ash storage facilities. Failure or deterioration of these structures can create serious safety and environmental risks, which is why inspections and maintenance are critical.

4.3.7 Stored mechanical, hydraulic or pneumatic energy

Energy can remain stored in springs, raised loads, hydraulic systems, compressed air lines and other equipment even after it has been switched off. Unexpected release of this energy can cause sudden

movement and serious injury. Always verify that all energy sources have been isolated and made safe before work begins.

Safe and reliable operations depend on more than one control. Engineering systems, operating procedures, inspections, maintenance activities and worker actions all work together to prevent the uncontrolled release of energy, chemicals or other hazardous substances. Every worker has a role in understanding these safeguards and ensuring they remain effective.



To prevent unintended releases of hazardous energy, workers must:

- Follow approved procedures and permits
- Verify isolations before commencing work
- Never bypass safety devices or protection systems
- Report plant defects or abnormal conditions
- Stop work if conditions change or safeguards become ineffective
- Ensure hazardous energy sources are identified and appropriately controlled before work begins

Everyone has a role in process safety. Maintaining plant integrity, following procedures, managing hazardous energy and verifying that safety systems and safeguards are working as intended helps prevent major incidents and protects people, communities, assets and the environment.

Key Message

Hazardous energy must always be respected.

Treat plant and equipment as energised until proven otherwise and never rely on assumptions when managing process safety risks.

4.4 Permit to Work



The Permit to Work system provides a structured process for managing high-risk work and hazardous energy sources. It ensures work is planned, authorised and controlled before activities commence. The Officer in Charge (OIC) and Permit to Work Officer (PTWO) play important roles in coordinating work, managing permits and ensuring hazards, controls and plant conditions are clearly communicated to everyone involved.

A permit does not make work safe on its own. It documents the agreed scope of work, identifies hazards and controls, confirms required isolations and authorisations, and helps ensure everyone involved understands the conditions under which the work can be performed safely.

Before starting work under a permit, workers must:

- Understand the scope of work
- Review permit conditions
- Understand the hazards and controls
- Confirm isolations and plant status
- Sign onto the permit where required
- Follow all permit conditions throughout the task

The PTW process relies on clear communication between workers, supervisors, OICs and PTWOs. Before work begins, permit conditions, isolations, hazards and required controls must be discussed and understood by everyone involved. If conditions change, work must stop and the permit reassessed before continuing.

4.5 Overhauls, Construction, Demolition and Commissioning

Overhauls, construction, demolition and commissioning activities involve large workforces, multiple contractors, changing work environments and an increased number of high-risk work activities. These activities often occur simultaneously and require additional planning, coordination, supervision and communication to ensure work is completed safely.

The high volume of concurrent work may result in multiple permits, isolations and work groups operating within the same area. Clear communication and coordination with the OIC, PTWO and other work groups is essential to ensure hazards are effectively managed and work activities do not adversely affect one another.

Workers may be exposed to hazards such as:

- Working at heights
- Confined spaces
- Cranes and lifting operations
- Hazardous energy sources
- Mobile plant and vehicle interactions
- Demolition activities
- Simultaneous operations (SIMOPS)

Before commencing work during an overhaul or project, workers must:

- Complete all required inductions and site onboarding requirements
- Attend pre-start meetings and toolbox talks
- Understand the scope of work and associated hazards
- Follow approved permits, procedures and risk assessments
- Be aware of adjacent work activities and changing site conditions
- Report hazards, incidents and emerging risks promptly

Effective communication is critical during outages and project work. Workers should remain aware of changing conditions, temporary modifications, altered traffic routes, restricted access areas and other activities occurring in the vicinity. Where multiple work groups are operating in the same area, coordination and communication must occur before work proceeds.

Additional controls may be required as work progresses. If conditions change, new hazards are identified or existing controls become ineffective, work must stop until risks have been reassessed and appropriate controls implemented.



Key Message

Overhauls and project activities introduce additional hazards due to the scale, complexity and volume of work being performed.

Effective planning, communication, coordination and supervision are essential to maintaining safe operations during these periods.

4.5.1 Contractors and High Risk Work

Contractors play an important role in CS Energy operations. Contractors must comply with site requirements, relevant legislation and approved risk management processes. Before commencing work, contractor activities must be appropriately planned, assessed and supervised.

Where contractor systems are used, they must be equivalent to CS Energy's risk management expectations and approved for use. CS Energy's minimum standards must be met or exceeded for all high risk work.

4.5.2 Simultaneous Operations (SIMOPS)

Simultaneous Operations (SIMOPS) occur when two or more work activities are taking place at the same time in the same area, and one activity could affect the safety of another. While each task may be safe on its own, the combination of activities can introduce additional hazards that require careful planning, coordination and communication.

At CS Energy, SIMOPS commonly occur during overhauls, outages, construction, demolition and commissioning activities where multiple work groups, contractors, permits and isolations are operating in close proximity. Examples include lifting operations above work areas, hot work in or near confined space activities, scaffolding and maintenance occurring in the same location, or multiple work crews sharing access routes and equipment.

Before starting work, workers must understand what other activities are occurring nearby, attend pre-starts and coordination meetings, comply with Permit to Work requirements, communicate with the OIC, PTWO and other work groups, and stop work if changing conditions introduce new risks. Effective communication and coordination are essential to ensure one work activity does not create a hazard for another.



Key Message

When multiple work groups are operating in the same area, always consider how your work may affect others, and how their work may affect you.

If in doubt, stop and coordinate before proceeding.

4.6 Critical Risks

Some work activities have the potential to result in serious injury or fatality if critical controls fail. These activities are known as Critical Risks and require additional planning, supervision and verification. Before commencing work, workers must understand the hazards, verify that critical controls are in place and ensure they remain effective throughout the task. If conditions change or a critical control is ineffective, work must not proceed until the risk has been reassessed and controls restored.

4.6.1 Confined Spaces

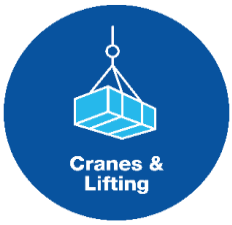


Confined spaces can contain hazardous atmospheres, restricted access and conditions that can quickly become life threatening. Entry into a confined space requires appropriate planning, atmospheric testing, permits, emergency arrangements and competent personnel. Workers must never enter a confined space unless all required controls are in place and authorised.

Critical Controls include:

- Permit to Work approved
- Trained and competent personnel
- Verify isolation is effective
- Atmospheric testing completed
- Ventilation and Purging
- Rescue plan in place
- Standby person present
- Hot work controls (if required).

4.6.2 Cranes and Lifting



Lifting activities involve the movement of suspended loads and large equipment that have the potential to cause serious injury if loads shift, fall or strike people. Effective planning, competent operators, suitable lifting equipment, exclusion zones and communication between workers are critical to safe lifting operations.

Critical Controls include:

- Competent operator and dogger/rigger
- Lifting equipment inspected and fit for purpose
- Crane prestart completed
- Appropriate and agreed method of communication
- Load weight confirmed
- Limiting and indicating devices
- Exclusion zone established
- Lift plan completed where required
- Ground conditions assessed and suitable
- Environmental conditions assessed and monitored

4.6.3 Dropped Objects



Tools, equipment and materials falling from height can cause serious injury or death. Wherever work is performed above ground level, controls must be implemented to prevent objects from falling and to protect people below. This includes securing equipment, establishing drop zones and restricting access to affected areas.

Critical Controls include:

- Barricading and signage, including drop zones and exclusion zones
- Edge protection
- Encapsulation
- Tool Lanyards and tool bags
- Clinker controls (Boiler)

4.6.4 Working with Electricity



Electrical energy presents a risk of electric shock, burns, arc flash and fatal injury. Electrical work must only be undertaken by appropriately trained and authorised persons using approved procedures and equipment. All electrical assets must be treated as energised until proven otherwise.

Critical Controls include:

- Test and tag for all electrical equipment and leads
- Licences and training
- Earthing and bonding
- Switchboards are arc flash rated
- ORA for HV Switching
- Permit to Work for Switching and isolations
- Restricted access to Switch Rooms and electrical yards
- Electrical equipment integrity

4.6.5 Energy Isolation and Permit to Work



Unexpected release of hazardous energy can cause serious injury, fatalities and major plant damage. Isolation and Permit to Work processes ensure energy sources are identified, isolated, locked, tagged and verified before work commences. Workers must not perform work on plant or equipment until required isolations have been confirmed.

Critical Controls include:

- Isolation and Permit to Work
- 2nd checks conducted
- Guarding and interlocks
- Training and competency

4.6.6 Hazardous Chemicals



Hazardous chemicals can cause acute and chronic health effects, fires, explosions and environmental harm. Workers must understand the hazards associated with chemicals they use, follow Safety Data Sheet (SDS) requirements and apply the controls identified through risk assessment processes.

Critical Controls include:

- Segregation of incompatible chemicals
- Bunding of storage tanks, containers and bulk stores
- Training and competency
- Access to SDS in hard copy or via ChemAlert

4.6.7 Working at Heights



Falls from height remain one of the leading causes of serious workplace injuries. Work at height must be planned and controlled to prevent falls through elimination, engineered solutions, fall protection systems and effective rescue arrangements. Workers must not undertake work at height unless appropriate controls have been implemented.

Critical Controls include:

- Training and competency

- Fit for purpose work at height platform – EWP / platform ladder etc
- Approved anchor points
- Permit to work at height
- Scaffold designed, erected and verified prior to use
- Complex scaffold design verified and signed off by qualified engineer
- Edge protection
- Fit for purpose and inspection of work at height equipment

4.6.8 Hot Work



Activities that generate heat, sparks or flames can ignite flammable materials and create fire or explosion hazards. Hot work must be appropriately authorised, monitored and controlled through permits, fire prevention measures and effective emergency arrangements.

Critical Controls include:

- Designated hot work areas
- Permit to work for all hot works outside designated area
- Training and competency
- Flashback arrestors
- On-tool fume extraction

4.6.9 Vehicle Interaction



Interaction between vehicles, mobile plant and pedestrians can result in serious injury or fatalities. Safe vehicle movement relies on traffic management plans, designated travel routes, exclusion zones, competent operators and clear communication. Everyone has a responsibility to remain aware of vehicle movements and follow site traffic requirements.

Critical Controls include:

- Licenced and competent operators
- Journey management
- Fatigue management
- Random drug and alcohol testing
- Maintenance of site roads
- Plant area lighting
- Blind spot management
- Fit for purpose vehicles
- Inspection and maintenance



Key Message

Critical risk activities have the potential to change lives in an instant.

Before starting work, ensure critical controls are in place, effective and understood by everyone involved.

If a critical control is missing or ineffective, stop work and resolve the issue before proceeding.

4.7 Operational Hazards

Not all workplace hazards are classified as Critical Risks; however, they still have the potential to cause injury, illness, equipment damage, environmental harm or operational disruption if not effectively managed. Operational hazards are encountered during routine work activities and require workers to remain alert, apply risk controls and follow approved procedures. The specific hazards present will vary depending on the task, work environment and equipment being used.

Before commencing work, workers must identify the hazards associated with the task, assess the risks, implement appropriate controls and ensure they understand any relevant procedures, permits, instructions or site requirements. Where conditions change or new hazards emerge, work must stop and the risks reassessed before proceeding.

4.7.1 Battery Energy Storage Systems (BESS)

Battery Energy Storage Systems (BESS) store and discharge large amounts of electrical energy to support the operation of the electricity network. BESS installations contain high-voltage electrical equipment and battery systems that may present hazards including electric shock, arc flash, fire, explosion, hazardous atmospheres and the release of toxic gases if batteries are damaged or fail.

Workers must only access BESS facilities if authorised and competent to do so. Site procedures, emergency response arrangements, exclusion zones and isolation requirements must be followed at all times. Any signs of damage, overheating, smoke, unusual odours, leaks, alarms or abnormal conditions must be reported immediately, and workers must not enter affected areas unless authorised to do so.

4.7.2 Abrasive Blasting

Abrasive blasting uses compressed air or water to propel abrasive materials at high velocity and can expose workers to airborne dust, noise, vibration, flying particles and hazardous substances. Before blasting begins, the work area must be risk assessed, appropriate exclusion zones established and suitable ventilation and PPE provided. Workers must understand the materials being blasted, review relevant Safety Data Sheets (SDS), control exposure to dust and contaminants, and ensure waste is managed and disposed of correctly. Portable abrasive blasting booths must be operated by trained and competent workers.

4.7.3 Barricades and Signage

Barricades and signage are used to communicate hazards, establish exclusion zones and prevent unauthorised access to hazardous work areas. The type of barricade used should reflect the level of risk and be clearly visible, maintained and regularly inspected. Workers must not enter barricaded areas unless authorised to do so and must understand the meaning of warning and danger signage before proceeding. Barricades may only be removed when the hazard has been eliminated, or the work has been completed. Signage must contain the name and contact details of the relevant supervisor.

4.7.4 Building Penetration

Drilling, cutting or penetrating walls, floors, ceilings or other structures can result in contact with concealed services including electrical cables, pipes, asbestos containing materials and structural elements. Services must be positively identified before work begins and appropriate permits, isolation and controls implemented. Open penetrations must be covered, secured and clearly signed "Do Not Step" whenever they are unattended.

4.7.5 Chain of Responsibility

Chain of Responsibility applies to activities involving heavy vehicle transport, including loading, unloading, scheduling, receiving and dispatching goods. Everyone who influences the transport task has a role in ensuring vehicle safety, load security, fatigue management, speed, mass and dimension requirements, and safe loading and unloading practices are managed. Workers involved in transport activities must understand their responsibilities and ensure heavy vehicle risks are controlled before work proceeds.

4.7.6 Excavation and Trenching



Excavation work can expose workers to underground services, ground collapse, hazardous atmospheres, engulfment and interaction with mobile plant. Before any excavation, underground services must be identified and controls implemented to protect workers, plant and infrastructure. Excavations must be appropriately barricaded, access controlled and supported where required to maintain ground stability. Mobile plant must be positioned away from trench edges to prevent collapse or fume accumulation.

4.7.7 Guarding

Guarding protects workers from moving machinery, hot surfaces, stored energy, flying particles and unintended equipment operation. Guards must never be removed, modified or bypassed unless approved controls, isolations and permits are in place. Workers should report damaged or missing guarding immediately.

4.7.8 Housekeeping

Good housekeeping is a simple but effective way to prevent incidents. Poor housekeeping can contribute to slips, trips, falls, fire hazards, manual handling injuries and restricted access during emergencies. Work areas should be kept clean, well-organised and free from unnecessary materials, waste and obstructions. A clean-as-you-go approach should be adopted at all times to ensure hazards are addressed promptly and work areas remain safe throughout the job.

4.7.9 Line of Fire



Line of Fire hazards occur when a person is positioned in the path of moving equipment, stored energy, suspended loads, pressurised systems, moving vehicles, shifting materials or any object that could strike, crush, trap, pinch or injure them if control is lost.

Line of Fire incidents are often associated with routine tasks and can occur quickly when workers become focused on the task rather than their surroundings. Before commencing work, workers should identify potential Line of Fire hazards, establish exclusion zones where required, maintain safe separation from moving or energised equipment, and avoid placing any part of their body between fixed and moving objects. Maintaining situational awareness and continually reassessing the work environment helps reduce the risk of injury from unexpected movement or release of energy.

4.7.10 Manual Tasks

Manual tasks are a common source of workplace injuries. Risks may arise from lifting, pushing, pulling, carrying, repetitive movements, awkward postures and prolonged static work. Workers should use mechanical aids where available, plan lifts carefully and seek assistance when required. These risks can be present in both operational and office environments and may develop gradually over time or occur suddenly during a task.

Before undertaking a manual task, workers should assess the work to be performed and consider how it can be completed safely. Mechanical aids, lifting devices and other equipment should be used wherever reasonably practicable to reduce physical demands. Where a task involves heavy, awkward or bulky loads, assistance should be sought and the work planned to minimise the risk of injury. If a task cannot be completed safely, workers must stop and seek guidance before proceeding.

4.7.11 Personal Protective Equipment (PPE)

PPE provides an important layer of protection when hazards cannot be eliminated or adequately controlled through higher-order controls. Workers must wear the PPE specified for the task and work area, ensure it is maintained in good condition and report damaged or unsuitable equipment. PPE does not replace the need for effective hazard control.

For respiratory protection equipment (RPE) specifically, workers required to wear tight-fitting RPE must be fit tested before use and re-tested annually. Tight-fitting respirators require a clean-shaven seal area. Even short stubble can affect the seal and reduce protection. Workers with facial hair that interferes with the respirator seal must use an alternative approved form of respiratory protection, such as an appropriate powered air-purifying respirator (PAPR), where identified by the risk assessment. Inspect, clean and store RPE correctly after use in a clean, dry location protected from dust, sunlight, chemicals and physical damage. Never use damaged, contaminated or expired respiratory equipment.

4.7.12 Pneumatic Tools and Equipment

Compressed air systems and pneumatic equipment can create hazards through high-pressure hose failures, uncontrolled release of energy, noise and flying objects. Equipment must be inspected before use, correctly maintained and fitted with approved restraints where required.

4.7.13 Registration and Authorisation of Plant

Plant and equipment must be fit for purpose, appropriately maintained and operated only by trained and authorised personnel. Certain plant and equipment are subject to statutory registration, inspection and certification requirements. Workers must only operate equipment they are trained, competent and authorised to use, and any defects must be reported before operation.

4.7.14 Remote and Isolated Work

Remote or isolated work occurs when a worker performs their duties in a location where assistance is not readily available in the event of an emergency, injury or equipment failure. At CS Energy, this may include working alone in remote plant areas, conducting inspections away from operational workgroups, travelling between sites, undertaking field monitoring activities, or performing after-hours call-out work where few people are present.

When undertaking remote or isolated work, workers must ensure appropriate communication and emergency response arrangements are in place before work commences. This may include notifying others of their location, maintaining regular check-ins, carrying communication devices and following site procedures for lone worker activities. If suitable controls cannot be maintained, work must not proceed.

4.7.15 Spray Guns, Compressors and Pumps

Spray guns, compressors and pumps use compressed air, pressure systems and mechanical components that can present hazards including equipment failure, hose whip, unexpected release of pressure, noise and moving parts. Equipment must be maintained in a safe condition, inspected before use and operated in accordance with manufacturer requirements. Any defects, leaks or damaged components must be reported and rectified before the equipment is used.

4.7.16 Spray Painting

Spray painting activities can expose workers to hazardous chemicals, flammable substances, airborne contaminants and ignition sources. Paints, solvents and coatings must be used in accordance with Safety Data Sheets (SDS), with appropriate ventilation, PPE and fire controls in place. Workers should understand the health and safety risks associated with the products being used and ensure spray painting activities are undertaken in a controlled environment that minimises exposure to people and the surrounding workplace.

4.7.17 Smoking

Smoking presents risks to health and can introduce ignition sources in areas where flammable materials or hazardous atmospheres may be present. Smoking is only permitted in designated smoking areas and must comply with site requirements.

4.7.18 Structural Integrity

Structures, buildings, plant and equipment must remain fit for purpose throughout their operational life. Workers should report signs of deterioration, damage, corrosion, movement or defects that may affect the integrity of structures or equipment.

4.7.19 Working On or Near Water

Working on or around dams, waterways, cooling ponds and water vessels creates risks including drowning, immersion, slips, falls and rescue difficulties. Appropriate planning, rescue arrangements, communication systems and personal flotation devices should be considered based on the level of risk.



Key Message

Operational hazards are encountered every day and can often become normalised through familiarity. Take time to identify hazards, follow approved procedures, use the required controls and remain alert to changing conditions.

Small hazards left unmanaged can lead to serious consequences.

4.8 Management of Change

Work conditions can change quickly and introduce new hazards that were not identified when the job was originally planned. Changes may be planned, such as plant modifications, new equipment or revised work processes, or unplanned, such as changing weather conditions, equipment failures, altered work scopes or multiple work groups operating in the same area. All changes must be identified, assessed and managed to ensure risks remain effectively controlled before work continues.

Workers have an important role in recognising changes that may affect the safety of a task. If conditions change, new hazards are identified or existing controls are no longer effective, work must stop and the risks reassessed. Additional controls may be required before the task can continue safely. Effective communication between work groups, supervisors and affected personnel is essential to ensure everyone understands the change and any revised controls.

4.8.1 Common Changes That May Affect Risk

- Changes in weather conditions
- Reduced visibility or lighting
- Equipment faults or plant defects
- Changes to the scope of work
- Introduction of new equipment, chemicals or materials
- Additional work groups operating nearby
- Temporary plant modifications or isolations
- Changes to access, traffic routes or work areas

4.8.2 When Conditions Change

If a change affects the way work is performed:

1. Stop and reassess the risks
2. Review existing controls
3. Implement additional controls if required
4. Communicate the changes to affected workers
5. Only resume work when it is safe to do so



Key Message

Risks can change when the job changes.

Recognising and managing change helps ensure hazards remain controlled and work is completed safely.

4.9 Element 4 Procedures

Title	CS Document ID	Trim Reference
Barricades and Signage	CS-OHS-36	B/D/12/11085
Chain of Responsibility (CoR)	CS-OHS-78	B/D/19/356
Change Management in PTW System	CS-PTW-SOP-06	B/D/12/10395
Confined Space - H&S Standard	CS-OHS-01	B/D/25/30700
Confined Space Declassification	CS-PTW-SOP-07	B/D/13/4385
Contractor Management	CS-CMP-00	B/D/13/34521
Cranes and Lifting	CS-OHS-79	B/D/17/7986
Cranes and Lifting - H&S Standard	CS-OHS-02	B/D/25/30701
Digging Excavation and Building Penetration	CS-PTW-HAZ-04	B/D/11/19576
Dispatch for Transport of Dangerous Goods	CS-OHS-15	B/D/25/39121
Dropped Objects	CS-OHS-80	B/D/22/9199
Dropped Objects - H&S Standard	CS-OHS-06	B/D/25/30705
Electrical Safety Management	CS-OHS-31	B/D/11/30957
Energy Isolation (PTW) - H&S Standard	CS-OHS-07	B/D/25/30706
Hazardous Chemicals - H&S Standard	CS-OHS-S-08	B/D/25/30707
Hazardous Chemicals and Regulated Waste	CS-OHS-08	B/D/11/30976
Hot Work	CS-PTW-HAZ-01	B/D/11/19573
Hot Work - H&S Standard	CS-OHS-S-09	B/D/25/30708
HSE Pre-Qualification Assessment	Held in Felix	
Health and Safety Life Savers	CS-OHS-49	B/D/11/30971
Identifying and Assessing Hazardous Manual Tasks	CS-OHS-57	B/D/12/84199
Journey Management	CS-OHS-72	B/D/19/13792
Ladders	CS-OHS-52	B/D/12/1362
Maintenance and Testing of Entity Works, Electrical Installations and Electrical Equipment	CS-OHS-32	B/D/11/30958
Maintenance and Testing of Portable Electrical Equipment	CS-OHS-33	B/D/11/30959
Minimum Training Requirements for High Risk Work	CS-OHS-69	B/D/14/20521
Multiple Officers in Charge of Work	CS-PTW-SOP-03	B/D/11/45320
High Voltage Electrical Isolation and Access	CS-OHS-53	B/D/11/48694
Noise Management	CS-OHS-25	B/D/11/30950
Operating Site Security	CS-SBC-04	B/D/12/80278
Permission to Perform Minor Tasks on Live Plant	CS-PTW-SOP-05	B/D/11/19575
Permit to Work (PTW) Reference Documentation	CS-PTW-03	B/D/11/19580
Permit to Work Definitions	CS-PTW-02	B/D/11/19579
Permit to Work Manual	CS-PTW-01	B/D/11/19582
Personal Protective Equipment (PPE)	CS-OHS-50	B/D/12/1363
Petroleum and Gas Safety Management	CS-OHS-02	B/D/11/30946
Plant Modification	CS-AM-010	B/D/10/7377

Title	CS Document ID	Trim Reference
Pressure Welding Procedure and Recording System	CS-WELD-1002	B/D/08/3091
Process Safety and Operational Integrity Management	CS-PSM-00	B/D/16/20702
Scaffolding	CS-OHS-70	B/D/14/22741
Security Identification Cards	CS-SBC-05	B/D/13/13122
Security Plan (includes National Counter Terrorism)	CS-SBC-06	B/D/12/80276
Selection, Maintenance and Use of Electrical Safety Equipment and PPE	CS-OHS-34	B/D/11/30960
Single Feed Electrical Isolation and Access	CS-OHS-56	B/D/12/762
Site Specific Traffic Management Plans	CAL-OHS-002 KA-OHS-03	C/D/15/16087 K/D/12/184
Specific Threat/Attack	CS-SBC-02	B/D/12/80275
Vehicle Interaction - H&S Standard	CS-OHS-03	B/D/25/30702
Visitor Access & Site Tours	CS-OHS-17	B/D/11/30943
Work Related Travel and Accommodation	CS-HR-31	B/D/12/17845
Working at Heights	CS-PTW-HAZ-02	B/D/11/19581
Working at Heights - H&S Standard	CS-OHS-05	B/D/25/30704
Working in Confined Spaces	CS-PTW-HAZ-03	B/D/11/39828
Working on or Near Water	CS-OHS-82	B/D/21/3205
Working with Electricity - H&S Standard	CS-OHS-S-04	B/D/25/30703
Document Deviation Procedure	CS-OHS-38	B/D/24/89
Petroleum and Gas Safety Management	CS-OHS-02	B/D/11/30946
Prohibited and Restricted Items	CS-OHS-37	B/D/23/9816
Standards for Training and Assessment	CS-HR-55	B/D/12/18450
Verification of Competency	CS-OHS-66	B/D/13/27084

ELEMENT 5. HEALTH AND WELLBEING

Health and safety is more than preventing injuries. It also includes protecting workers from occupational health hazards, supporting physical and psychological wellbeing, and ensuring people remain fit for work. Some health effects occur immediately, while others can develop over months or years of exposure. Understanding workplace health hazards and applying effective controls helps prevent illness and supports a healthy, productive workforce.

5.1 Why Health and Wellbeing Matters

Workers may be exposed to a range of physical, chemical, biological and psychosocial hazards as part of their work. These hazards can affect hearing, respiratory health, skin, muscles and joints, mental health and overall wellbeing. CS Energy uses risk assessments, exposure monitoring, health surveillance, training and workplace controls to minimise these risks and protect worker health.

5.2 Mental Health and Psychosocial Risk



Psychological health is an important part of overall health and safety. Psychosocial hazards can arise from the way work is designed, organised or managed and may contribute to psychological injury if not effectively controlled. Examples may include high work demands, low role clarity, poor workplace interactions, exposure to traumatic events or inadequate support.

Everyone has a role in creating a mentally healthy workplace by treating others with respect, identifying psychosocial hazards and raising concerns when they arise. Workers are encouraged to seek assistance early if they are experiencing difficulties that may affect their health, wellbeing or capacity to work safely.

CS Energy provides a range of support services to assist workers in maintaining their health and wellbeing. Support may be available through:

- Supervisors and Leaders
- HSRs
- Health and Safety Team
- Employee Assistance Program (TELUS Health) **1800 604 640** (24 hours, free call).
- Mental Health First Aiders
- Mates in Energy
- Rehabilitation and Return to Work Coordinators.

Seeking support is encouraged and can help prevent small issues from becoming more significant health concerns.

5.3 Fitness for Work

Being fit for work means being physically and mentally capable of safely performing your duties without placing yourself or others at risk. Workers are responsible for presenting to work fit to perform their role and should notify their supervisor if illness, injury, fatigue, medication, alcohol or other factors may affect their ability to work safely. Fitness for work considerations include:

- Fatigue management
- Alcohol and other drugs
- Medical conditions and treatment
- Physical capacity
- Psychological wellbeing

5.3.1 Alcohol and Other Drugs

Alcohol and other drugs can impair judgement, concentration, coordination, reaction time and decision-making, increasing the risk of injury to workers and others. Workers must be fit for work and must not attend work or perform duties while impaired by alcohol, illegal drugs or the misuse of prescription or over-the-counter medications. A 0.00% BAC requirement applies at all CS Energy workplaces and worksites.

CS Energy is committed to providing a safe workplace and may conduct alcohol and other drug testing in accordance with company requirements. Workers are responsible for notifying their leader or the appropriate company representative if they are taking medication that may affect their ability to work safely. Support is available for workers experiencing concerns related to alcohol or other drug use.

5.3.2 Fatigue

Fatigue can affect alertness, concentration, decision-making, reaction time and the ability to work safely. It may result from insufficient sleep, extended working hours, demanding physical or mental work, shift work, medical conditions, environmental conditions or personal circumstances.

Workers are responsible for presenting fit for work and managing factors within their control that may contribute to fatigue. If fatigue is affecting, or is likely to affect, a worker's ability to perform their duties safely, they must notify their supervisor, and appropriate controls must be implemented. Fatigue is a shared responsibility and must be managed before it creates a risk to health and safety.

5.4 Workplace Rehabilitation and Return to Work

When a worker becomes ill or injured, CS Energy is committed to supporting their recovery and safe return them to meaningful work. Early reporting, access to appropriate treatment and effective rehabilitation planning help improve recovery outcomes and support a safe and sustainable return to work.

5.4.1 Health Management Plan (HMP)

A Health Management Plan (HMP) may be developed to support workers with a medical condition, injury or health concern that could affect their work. The plan outlines any controls, restrictions or support measures required to help the worker perform their duties safely.

5.4.2 Medication Management Plan (MMP)

A Medication Management Plan (MMP) may be required where a worker is taking medication that could affect their fitness for work or safety. The plan identifies any necessary controls to ensure work can be performed safely.

5.5 Monitoring Workplace Exposures

Some work activities may expose workers to substances, agents or conditions that have the potential to affect their health over time. CS Energy implements workplace exposure monitoring programs to identify, assess and control these risks, verify the effectiveness of controls and meet legislative requirements. Monitoring and health surveillance may be undertaken where required to protect workers and detect potential health effects at an early stage. The following sections describe common workplace exposures that may be encountered at CS Energy and how they are managed.

5.5.1 Asbestos Containing Materials (ACM)

Asbestos-containing materials (ACM) may still be present in some older buildings, plant and equipment across CS Energy sites. ACM does not normally present a risk when left undisturbed; however, activities such as maintenance, drilling, cutting, demolition or refurbishment can release airborne asbestos fibres. Exposure to asbestos fibres can cause serious and irreversible diseases, including asbestosis, lung cancer and mesothelioma. There is no known safe level of asbestos exposure.



Workers must not disturb suspected asbestos-containing materials and must always consult the asbestos register before commencing intrusive work. If asbestos is damaged, exposed or suspected, cease work and notify your supervisor immediately.

Key controls include:

- Consult the asbestos register before intrusive work
- Do not disturb unidentified materials
- Use licensed asbestos removalists where required
- Follow approved asbestos management plans and permits
- Report damaged or deteriorated ACM immediately

5.5.2 Synthetic Mineral Fibres (SMF)

Synthetic Mineral Fibres (SMF), including glass wool, rock wool and ceramic fibre insulation, are commonly found in insulation, lagging and thermal protection systems. Exposure may occur when insulation is cut, removed, replaced or otherwise disturbed. While SMF does not present the same health risks as asbestos, airborne fibres can irritate the skin, eyes and respiratory system. Workers should avoid disturbing insulation unnecessarily and follow approved work practices when handling or removing insulation materials. Damaged or unidentified insulation should be assessed before work proceeds.

Key controls include:

- Minimise fibre release
- Wear appropriate PPE and respiratory protection
- Maintain good personal hygiene practices
- Use approved cleanup methods
- Never use compressed air to clean SMF materials or debris

5.5.3 Respirable Dust

Respirable dust consists of very small airborne particles that can be inhaled deep into the lungs. Sources may include coal dust, ash, grinding, cutting, blasting and maintenance activities. Long-term exposure can contribute to respiratory disease, reduced lung function and other health conditions. Dust can also create safety risks through reduced visibility, equipment damage and, in some circumstances, combustible dust explosions. Workers should understand the dust hazards associated with their tasks and ensure exposure is minimised through effective controls.

Key controls include:

- Dust suppression at the source
- Ventilation and extraction systems
- Good housekeeping practices
- Respiratory protective equipment where required
- Participation in exposure monitoring and health surveillance programs

5.5.4 Heat and UV Radiation

Workers may be exposed to heat stress from hot processes, plant, equipment and environmental conditions. Exposure to ultraviolet (UV) radiation can also increase the risk of skin damage and skin cancer. Heat stress can affect concentration, decision-making and physical performance, increasing the likelihood of incidents. When working in hot conditions, workers should plan tasks appropriately, stay hydrated, take regular breaks and monitor themselves and others for signs of heat-related illness.

Key controls include:

- Scheduling work during cooler periods where practicable
- Access to shade and hydration
- Appropriate rest breaks
- Suitable PPE and sun protection
- Monitoring workers in hot environments

5.5.5 Noise

Noise generated by plant, equipment and operational activities can result in permanent hearing loss if not effectively controlled. Hearing damage can occur gradually over time and may not be immediately noticeable. Noise also affects communication, situational awareness and concentration. Workers must wear hearing protection where required and follow site controls designed to minimise exposure.

Key controls include:

- Engineering controls to reduce noise at the source
- Noise monitoring programs
- Use of appropriate hearing protection
- Noise hazard signage
- Audiometric testing where exposure requires health surveillance

5.5.6 Legionella

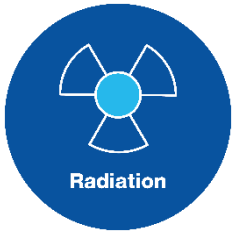


Legionella bacteria can be present in water systems and may cause Legionnaires' disease when contaminated water droplets are inhaled. Cooling towers, cooling ponds, service water systems and other water infrastructure may create conditions that support Legionella growth. CS Energy monitors identified systems and implements control programs to minimise the risk of exposure. Workers should follow site controls, observe warning signage and use respiratory protection where required.

Key controls include:

- Chemical treatment, cleaning and maintenance of water systems
- Routine Legionella monitoring and water sampling
- Investigation and response to positive results
- Warning signage and access controls in identified risk areas
- Use of respiratory protection where required

5.5.7 Radiation (Ionising)



Ionising radiation may be present in certain plant applications, including fixed industrial gauges and non-destructive testing activities. Radiation cannot be detected using normal human senses, which is why strict controls, signage and monitoring programs are in place. Workers must not enter designated radiation areas or work near radiation sources without appropriate authorisation, training and guidance from the Radiation Safety Officer.

Key controls include:

- Time, distance and shielding principles
- Compliance with exclusion zones
- Radiation monitoring and licensing requirements
- Following instructions of the Radiation Safety Officer

5.5.8 Hexavalent Chromium (Chromium VI)

Hexavalent Chromium may be generated during maintenance activities involving turbine components and other high-temperature plant equipment. Exposure can occur through inhalation, ingestion or skin contact and may result in serious health effects. Activities involving Chromium VI residues require additional controls to minimise airborne contamination and worker exposure.

Key controls include:

- Ventilation and extraction systems
- Wet cleaning methods
- HEPA vacuum systems
- Appropriate respiratory protection
- Good personal hygiene practices

5.5.9 Electric and Magnetic Fields (EMF)

Electric and Magnetic Fields (EMF) are generated wherever electricity is produced, transmitted or used. Most exposures at CS Energy are below recognised occupational exposure limits; however, elevated exposure may occur when working near high-voltage equipment, substations, switchyards and large electrical plant. Workers should follow site controls, signage and access restrictions for identified EMF areas.

Key controls include:

- Design and operation of electrical infrastructure
- Compliance with approach distances
- Access controls, signage
- Periodic monitoring where required.



Key Message

Your health is just as important as your safety. Understanding workplace exposures, following required controls, staying fit for work and seeking support when needed helps protect both you and those around you.

5.6 Element 5 Procedures

Title	CS Document ID	Trim Reference
Asbestos Management Plan	CS-OHS-43	B/D/11/30966
BAC Self-Assessment Using an Alcoliser	CS-OHS-39	B/D/11/30962
Fatigue Management	CS-OHS-12	B/D/11/30940
Flexible Working Arrangements	CS-HR-69	B/D/16/3722
Fatigue Assessment	S1886	B/D/11/36207
Health Hazard Exposure Management	CS-OHS-75	B/D/17/17210
Identifying and assessing Hazardous Manual Tasks	CS-OHS-57	B/D/12/84199
Journey Management	CS-OHS-72	B/D/19/13792
Management of Respirable Dust	CS-OHS-14	B/D/25/6703
Managing Alcohol and Other Drugs	CS-OHS-42	B/D/11/30965
Mentally Healthy Workplace	CS-OHS-81	B/D/23/3717
Noise Management	CS-OHS-25	B/D/11/30950
Pre-Commencement Health Assessments	CS-OHS-10	B/D/11/30963
Radiation Monitoring of Fixed Gauges	CAL-OHS-005	C/D/09/1968

Title	CS Document ID	Trim Reference
Remote or isolated work	CS-OHS-09	B/D/23/9487
Working in Heat	CS-OHS-24	B/D/11/30949
Workplace Rehabilitation and Workcover Claims	CS-OHS-04	B/D/11/30963

ELEMENT 6. PERFORMANCE EVALUATION

Performance evaluation is how CS Energy checks whether health and safety controls, systems and processes are working as intended. It helps confirm that risks are being managed, legal and procedural requirements are being met, and opportunities for improvement are identified before harm occurs. Performance evaluation includes activities such as Critical Control Verification, safety interactions, workplace inspections, audits, compliance checks and management review. These activities provide assurance that the Health and Safety Management System is effective in practice, not just documented on paper.

6.1 Why Performance Evaluation Matters

Health and safety performance is not measured by incident outcomes alone. It is also measured by how well hazards are identified, controls are implemented, workers are engaged, and actions are completed. Regular monitoring and review helps CS Energy understand whether controls are present, working and effective, and whether further action is needed to strengthen safety performance.

Workers play an important role in performance evaluation by participating in inspections, safety interactions, Critical Control Verification activities, audits and workplace discussions. These activities help leaders and teams understand how work is actually being performed and whether there are gaps between planned controls and work-as-done.

6.2 Critical Control Verification (CCV)

Critical Control Verification, or CCV, is used to check that controls designed to prevent serious injury, fatality or high-consequence events are in place and effective. CCV activities focus on high-risk work such as working at heights, confined space entry, lifting operations and isolations. The purpose is to identify weak, missing or unreliable controls before they lead to an incident.

CCVs may be completed before high-risk work starts, after changes occur, during breakdown maintenance or as part of field verification activities. Workers should expect CCV conversations to focus on whether the critical control is actually in use, whether it is working as intended, and whether the people involved understand how to apply and maintain the control.

6.3 Safety Interactions

Safety interactions are field-based conversations between leaders and workers about the way work is being performed. They are not intended to be audits or fault-finding exercises. Effective safety interactions are based on listening, learning, recognising good work practices and understanding the real conditions workers are managing in the field.

Safety interactions help leaders understand work-as-done, identify practical challenges, verify risk controls and encourage open communication. Workers are encouraged to speak openly about hazards, equipment issues, procedural gaps, improvement opportunities and any controls that are difficult to apply in practice.

6.4 Workplace Inspections

Workplace inspections are planned checks of work areas, equipment, materials and work practices. They help identify hazards, confirm controls are in place and ensure work areas remain safe, orderly and well managed. Inspections may be completed regularly, before high-risk or non-routine work, after changes, following incidents or during outages and major projects.

Workers may participate in inspections with leaders, supervisors or Health and Safety personnel. A good inspection should result in hazards being identified, corrective actions being raised where required, controls being improved and feedback being provided to the workgroup.

6.5 Health and Safety Auditing

Health and safety audits provide a structured review of how well safety systems, procedures and controls are operating. Audits may review documents, data, records, field practices or a combination of these. They help verify compliance with legislation, internal procedures, contractor requirements and good practice expectations.

Audits may focus on a specific topic, such as a critical risk, training process, contractor management or incident management, or they may review broader elements of the Health and Safety Management System. Audit findings help identify gaps, trends and opportunities to improve how health and safety is managed across CS Energy.

6.6 Evaluation of Compliance

Compliance means more than simply following rules. It involves identifying health and safety obligations, establishing controls to meet those obligations, monitoring performance, identifying gaps and implementing improvements. This cycle helps ensure CS Energy continues to meet legal, regulatory, industry and internal requirements.

Compliance activities may include inspections, audits, reviews, action tracking and quarterly compliance certificates. Where gaps or non-compliances are identified, they must be reported, assessed and managed through appropriate action plans.

6.6.1 Quarterly Compliance Certificates

Quarterly Compliance Certificates provide a regular health check of selected high-risk health and safety obligations. Obligation owners are required to review assigned obligations and disclose any non-compliances, contributing factors, action plans, expected timeframes and responsible persons.

This process supports transparency, due diligence and timely resolution of compliance gaps. It also helps ensure emerging issues are identified before they become more significant risks.

6.7 Management Review

Management review is a formal process used by senior leaders to assess whether the Health and Safety Management System remains suitable, adequate and effective. It considers information such as incidents, trends, audit outcomes, compliance performance, corrective actions, risk management activities, emerging risks and progress against health and safety objectives.

Management review helps ensure leaders have oversight of significant health and safety matters and can make informed decisions about priorities, resources and improvement actions. It also supports due diligence by ensuring key health and safety risks and system performance indicators are regularly reviewed.

6.8 Worker Participation

Workers contribute to performance evaluation by being involved in safety conversations, reporting hazards, participating in inspections, supporting audits, completing CCV activities and providing feedback about how controls work in practice. Worker input is important because the people performing the work are often best placed to identify whether procedures, controls and systems are practical and effective.



Key Message

Performance evaluation helps confirm that health and safety controls are working in practice.

By checking controls, learning from the field, identifying gaps and acting on findings, CS Energy strengthens prevention and continually improves safety performance.

6.9 Element 6 Procedures

Title	CS Document ID	Trim Reference
CCV - Critical Risk - Scaffolding	S2290	B/D/19/15914
CCV - Critical Risk - Confined Space	S2291	B/D/19/15923
CCV - Critical Risk - Cranes and Lifting	S2282	B/D/19/15924
CCV - Critical Risk - Working with Energy (PTW)	S2285	B/D/19/15919
CCV - Critical Risk - Dropped Objects	S2285	B/D/19/15921
CCV - Critical Risk - Hazardous Chemicals	S2283	B/D/19/15922
CCV - Critical Risk - Hot Work	S2289	B/D/19/15915
CCV - Critical Risk - Working with Electricity	S2288	B/D/19/15916
CCV - Critical Risk - Vehicle Interaction	S2287	B/D/19/15917
CCV - Critical Risk - Working at Heights	S2286	B/D/19/15918
CCV - Critical Risk - Chain of Responsibility	S2438	B/D/26/1633
CCV - Critical Risk - Coal Stockpiles and Ash Cells	S2437	B/D/26/1634
Office Safety Interactions	S2371	B/D/23/5228
Safety Interaction (Site Based)	S2444	B/D/26/1635
Vehicle Inspection Checklist	S2441	B/D/26/1636
Workplace Inspection - External Project Sites	S2443	B/D/26/1639
Workplace Inspection - Generation Sites	S0012	B/D/11/36194
Workplace Inspection - Brisbane Office	S1959	B/D/12/15892
Conducting Workplace Surveys	CS-OHS-20	B/D/11/30947

ELEMENT 7. IMPROVEMENT

Improvement is an essential part of CS Energy's Health and Safety Management System. While preventing incidents and illness is our goal, continual improvement recognises that every hazard report, near miss, incident, inspection, audit and worker suggestion provides an opportunity to strengthen our systems and prevent harm in the future. By identifying issues early, addressing non-conformances and learning from experience, we continue to improve the way work is performed and managed across the business.

7.1 Why Improvement Matters

A strong safety culture is built on learning. Not every lesson comes from an injury or incident. Valuable improvements often result from hazards being reported, concerns being raised, controls being challenged or workers suggesting better ways of doing the job. Improvement activities help ensure risks remain effectively managed and that health and safety systems continue to evolve with changes in our workplaces, technology and operations.

7.2 Reporting Hazards and Improvement Opportunities

Every worker has a responsibility to identify and report hazards, unsafe conditions, procedural gaps and improvement opportunities. Early reporting allows issues to be addressed before they result in injury, illness, environmental harm or damage to plant and equipment. Workers are encouraged to raise concerns through their supervisor, Health and Safety Representative, Health and Safety Team or the approved reporting systems.

Hazard reporting is a proactive safety activity and plays an important role in preventing incidents and supporting continual improvement.

7.3 Incident Management

An incident is any event that results in, or has the potential to result in, injury, illness, property damage, environmental harm or other loss. Timely reporting helps ensure appropriate support is provided, hazards are controlled and relevant information is captured while details remain accurate.

Workers involved in or aware of an incident should:

- Ensure people are safe
- Report the event promptly
- Preserve the scene where required
- Participate in the investigation process if requested
- Support the identification of corrective actions

7.3.1 Learning from Incidents

The purpose of an investigation is not to assign blame. Investigations help us understand what happened, why it happened and what can be done to prevent a similar event occurring again. Depending on the nature and potential consequences of an event, investigations may range from a simple review through to a more detailed analysis of contributing and underlying factors.

Workers may be asked to participate in investigations by providing information, attending interviews or assisting with the identification of corrective actions. Open and honest participation helps ensure investigations lead to meaningful improvements.

7.4 Corrective Actions

Corrective actions are developed to address identified hazards, incidents, audit findings, inspection findings and other improvement opportunities. Actions should focus on eliminating hazards, improving

controls and addressing underlying causes rather than treating symptoms alone. Improvement actions may include:

- Engineering improvements
- Equipment modifications
- Changes to work practices
- Procedure updates
- Additional training
- Improved communication and awareness

7.5 Sharing Lessons Learned

Learning should be shared across the organisation wherever appropriate. Communication of lessons learned helps workers understand emerging risks, strengthens existing controls and prevents similar events from occurring elsewhere. Lessons may be shared through toolbox talks, safety shares, incident reviews, safety alerts and other communication channels.

Learning from success is also important. Identifying activities that worked well allows good practices to be reinforced and adopted more broadly across the business.

7.6 Continual Improvement

Continual improvement means regularly reviewing how we work and looking for opportunities to make health and safety systems more effective. Information from incident investigations, audits, inspections, Critical Control Verification activities, worker feedback, risk assessments and management review processes all contribute to continual improvement. Improvements may be small changes made to a single task or larger initiatives that strengthen health and safety performance across the organisation. Every improvement contributes to reducing risk and creating safer workplaces.

7.7 Everyone Has a Role

Improvement is not the responsibility of one person or team. Everyone contributes by:

- Reporting hazards and incidents
- Participating in investigations
- Identifying opportunities for improvement
- Sharing lessons learned
- Supporting implementation of corrective actions
- Looking for safer and more effective ways of working



Key Message

Every hazard reported, concern raised and lesson learned is an opportunity to improve.

Continual improvement helps prevent harm, strengthen controls and ensure health and safety performance continues to evolve across CS Energy.

7.8 Element 7 Procedures

Title	CS Document ID	Trim Reference
Incident Management Procedure	CS-IM-01	B/D/11/45318
Health and Safety Management System Framework	CS-OHS-M-03	B/D/17/9550