Level:	CS ENERGY
Procedure No:	CS-OHS-M-01
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Reviewed:	11/25
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CS ENERGY HANDBOOK

HEALTH AND SAFETY
CS-OHS-M-01

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

DOCUMENT HISTORY

Key Changes	Prepared By	Checked By	Approved By	Date
Initial document				2018
Issue 2				2020
Full review - currency of all procedures, policies and content reviewed for legislative requirement	L Hartley	W Underhill A Cashin C Jackson	T Preston	2025

CONTENTS

INTRODUCTION - BRIAN GILLESPIE (CEO)

At CS Energy. one thing that remains constant, is that safety is non-negotiable. Safety is the foundation of everything we do and one of our core values.

Everything we do is driven by the goal of ensuring every team member gets home safely every day from work.

The Health and Safety Management System (HSMS) provides our framework, our processes, and our resources for managing safety. The Health and Safety Handbook brings this framework to life by delivering practical procedures and tools that are easy to access and apply. These tools empower every team member to follow established processes, take proactive steps to prevent harm, and stop work whenever conditions are unsafe.

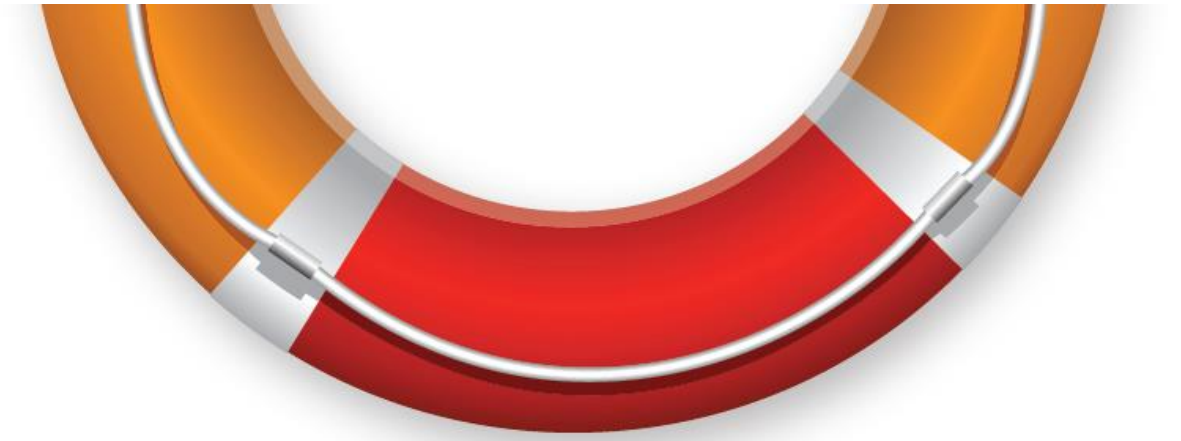
Our leaders are responsible for fostering an environment where safety is prioritised, risks are managed proactively, and everyone feels confident enough to speak up. Through this shared commitment, we build a culture where safety is never compromised.

Your dedication will ensure that safety remains at the heart of CS Energy, not just in words, but in action.

Thank you.

Brian Gillespie
Chief Executive Officer

LIFE SAVER 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.

OUR VALUES

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.

HEALTH AND SAFETY MANAGEMENT SYSTEM

This manual provides ready access to the contents of CS Energy's Health and Safety Management System (HSMS) for employees, contingent workers, contractors, and other stakeholders. CS Energy has an overarching commitment to effectively manage health and safety, preventing injury and illness across all sites.

Our HSMS is a structured framework designed to:

- Identify, manage, and mitigate workplace risks.
- Integrate policies, procedures, and processes into daily operations.
- Promote a proactive safety culture.
- Ensure compliance with relevant legislation.

The HSMS is built on five core elements that support the Health and Safety Policy. This manual has been written to align with the requirements of ISO 45001 and provides auditable criteria against which HSMS performance across CS Energy can be measured.

Document Management

- All Health and Safety documents and records are managed within the TRIM system.
- Documents are:
  - Identified, current, and readily retrievable.
  - Archived or made obsolete when no longer required.
- Personnel can access documents via:
  - This manual
  - The CS Energy intranet
  - TRIM
  - The CS Energy website

Review Process

A periodic review is conducted for all Health and Safety documents whenever there is a change in legislation, process, or systems.

At a minimum, each document is reviewed every two years.

Content experts participate in the review process.

Where required, updated content is issued for consultation with the workforce to ensure transparency and engagement.

ELEMENT 1 - LEADERSHIP AND WORKER PARTICIPATION

1.1 Leadership and Commitment

1.1.1 Executive Leadership

CS Energy's Executive Management demonstrates leadership and commitment to the Health and Safety Management System (HSMS) by taking overall responsibility and accountability for:

- Preventing work-related injury and ill health
- Providing safe and healthy workplaces and activities

1.1.2 Visible Leadership

- Leaders are committed to Visible Leadership to strengthen our health and safety culture.
- Visibility builds trust, accountability, and safety across all aspects of the business.

1.1.3 Governance and Oversight

- The CS Energy Board of Directors seeks assurance of conformance with HSMS elements.
- The Board regularly reviews:
    - Health and Safety performance
    - Risks
    - Strategic issues
    - Health and Safety Policies

1.1.4 HSMS Framework

A structured and effective HSMS is established, documented, implemented, maintained, and continually improved providing the platform in which Health and Safety activities are completed contributing to safety performance.

Resources are provided to establish, implement, maintain, and improve the HS management system.

Requirements of the HSMS are effectively communicated to relevant stakeholders, workers, and contingent workers. Consultation occurs in a timely manner and feedback is provided, in line with Element 1.5 Consultation and Participation of Workers.

Health and Safety roles and accountabilities of employees are defined in relevant procedures, documented in role purpose statements and Individual Achievement Plans (IAP), communicated, understood, applied, and reviewed.

People are recognised and rewarded for their positive Health and Safety behaviours. Systems are in place that recognise, reinforce, and reward Health and Safety innovation, initiatives and / or desired behaviours.

Health and Safety lead indicator program is a vehicle to visibly demonstrate safety leadership.

Yearly targets are determined on each site, and these Key Performance Indicators (KPIs) are monitored to track performance.

1.2 Policies

1.2.1 Health and Safety Policy

Health, Safety & Wellbeing Policy

Policy statement

CS Energy is committed to the prevention of injury and illness and to drive relentlessly towards an injury and illness free workplace.

CS Energy believes all injuries, illnesses and incidents are preventable.

CS Energy understands and accepts its legislative obligation to ensure the health and safety of its employees, contractors and others at its workplaces.

CS Energy has a proactive approach to the health, safety & wellbeing of our people. All personnel have the right to a safe working environment, and to leave work at the end of each day/shift safe, well and in the same or better condition in which they arrived.

Objectives

CS Energy is committed to:

- A workplace free of occupational injury and illness.
- A health and safety risk management system based on continual improvement aimed at the elimination of work-related injury and illness.
- Acknowledging we all play a part in achieving a safe workplace.
- Workers are fit for duty and capable of performing their work with minimal risk (using the hierarchy of control).
- A work environment and culture supportive of the value CS Energy places on health, safety and wellbeing.

Scope

This policy as well as its associated systems and procedures, provides the framework for the management of health, safety and wellbeing of all CS Energy workplaces and applies to all people in our workplaces, including Directors, employees, contractors, consultants and anyone on a CS Energy site.

Responsibilities

Every person in a CS Energy workplace is required to actively participate in the implementation of this policy.

The CS Energy Board, Chief Executive and Management Team are responsible for ensuring that its health, safety and wellbeing objectives are met, and the policy is implemented.

Company Officers will:

- Acquire and keep up to date knowledge of health and safety matters.
- Take all reasonable steps to gain an understanding of the hazards and risks associated with the nature of the operations of CS Energy,
- Ensure appropriate process for receiving and considering information regarding incidents, hazards, risks and responds in a timely fashion.
- Ensure processes, procedures and frameworks are in place to comply with duties or obligations under the Act
- Ensure CS Energy provides and uses appropriate resources and processes to eliminate or minimise risks whilst complying with statutory obligations.
- Verify and assure the use and implementation of the above resources and processes.
- Review this policy and the impact it has on the business every two years or as legislation changes.

Executive Management (individually and as a team) will:

- Achieve CS Energy's health, safety and wellbeing objectives.
- Demonstrate leadership and support for health and safety standards and systems.
- Enable our people to take accountability for their health, wellbeing and fitness for duty while at work.
- Embed safety awareness and leadership throughout all levels of CS Energy.
- Ensure appropriate assurance systems are in place for matters relating to Safety, Health and Wellbeing

General Managers, Managers and Supervisors will:

- Develop strategies to improve health, safety and wellbeing through risk management and implementation of effective controls.
- Manage health, safety and wellbeing as part of our everyday activities, and always put safety before production.
- Apply this policy, systems and procedures consistently across all CS Energy workplaces.
- Proactively consult and communicate with employees, health and safety representatives, contractors and stakeholders.
- Provide information, instruction and supervision to assist personnel achieve safe work practices and to ensure statutory requirements are met for plant and equipment.
- Develop and implement ways to effectively manage an employee's fitness for duty.
- Measure our health, safety and wellbeing performance, promote our achievements and learn from incidents.
- Actively seek out leading practice in health, safety and wellbeing and seek to apply this throughout CS Energy.
- Make the policy available to all personnel working at CS Energy locations.

All Employees (including contractors) will:

- Take reasonable care of self and ensure their acts or omissions do not adversely affect others.
- Comply with reasonable instructions including the correct use of personal protective equipment (PPE).
- Cooperate with reasonable policy or procedures.
- Consistently apply operational discipline to ensure compliance with CS Energy's Code of Conduct, this policy, the HSMS, and all registered standards and procedures; and
- Report any Health, Safety or Wellbeing incident, hazard or concern as soon as practicable.

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1.2.2 Rehabilitation Policy

Rehabilitation Policy

Policy statement

CS Energy is committed to promoting the recovery of any employee who has an injury or illness.

It is recognised that helping workers to stay at work or make an early and safe return after an injury or illness minimises the impact on them and their families.

Objectives

CS Energy is committed to:

- Assisting an injured or ill employee to return to meaningful and productive work
- Ensuring all CS Energy employees have the right to rehabilitation, and this will be the usual course of action following injury or illness.
- Ensuring rehabilitation commences as soon as practicably possible in accordance with medical advice.
- Ensuring support is provided to the ill or injured employee and his or her family.
- Maximising the employee's independent functioning (via a health management plan) if return to normal duties is precluded.
- Respecting the confidentiality of our worker's medical and rehabilitation information.

Scope

This policy applies to the management of rehabilitation for all CS Energy employees with work-related and non-work-related injury and illness.

Responsibilities

Company Officers will:

- Ensure there are processes, procedures and frameworks in place for the organisation to comply with the Workers' Compensation and Rehabilitation Act, Regulations and Other Legislation.
- Support the executive leadership team to achieve compliance.

Executive Management (individually and as a team) will:

- Ensure CS Energy provides and uses appropriate resources and processes to manage rehabilitation and return to work programs.
- Ensure appropriate assurance systems are in place for matters relating to Workers Compensation and Rehabilitation

General Managers and Site Managers will:

- Provide leadership to ensure communication and implementation of rehabilitation policy and procedures.
- Provide a safe and healthy work environment

Head of Health, Safety and Environment will:

- Oversee the injury reporting system and rehabilitation and return to work program.
- Monitor rehabilitation systems and performance.

Rehabilitation Coordinators will:

- Provide rehabilitation advice to site management teams.
- Coordinate rehabilitation programs and services.
- Engage the services of medical practitioners, rehabilitation providers and other health professionals.
- Consult with injured workers, their supervisors and medical practitioners to develop their health management plan.

Supervisors will:

- Encourage the early reporting of injuries.
- Actively participate in managing rehabilitation and return to work practices and approve health management plans.
- Make suitable duties available to injured workers as soon as possible after an injury occurs.

Employees will:

- Report injuries as soon as practicable.
- Comply with the requirements of this rehabilitation policy and supporting procedures.
- Apply (if necessary) for workers compensation.
- Select their own treating medical practitioner and/or rehabilitation provider.
- Advise their treating medical practitioner of the availability of workplace rehabilitation.
- Minimise the cost of an injury by actively participating in workplace rehabilitation and their health management plan.

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1.3 Legal Requirements

The Health and Safety team regularly reviews legal requirements to ensure all policies and procedures align with relevant legislation. Key monitoring activities include:

- Due Diligence – Conducting regular reviews of system currency, legislative updates, changes to codes of practice, and industry best practices.
- Compliance Audits – Performing routine inspections to verify adherence to WHS laws and regulatory standards.
- Policy Development – Establishing clear, legally compliant safety policies that align with workplace requirements.
- Training & Education – Equipping workers with knowledge of their rights, responsibilities, and safety obligations through structured programs.
- Documentation & Reporting – Maintaining detailed records of compliance activities, risk assessments, and corrective actions to ensure transparency and accountability.
- This structured approach ensures regulatory compliance while fostering a proactive and safety-focused workplace culture.

1.4 Roles and Responsibilities

Job and role descriptions are used as an indication of capabilities of personnel for the job they are fulfilling or applying for. Above these requirements, all employees, contingent workers, and others have a general duty of care in one or more categories:

1.4.1 General Duty of Care Obligations

The general duty of care obligation under Work Health and Safety Queensland (WHSQ) is outlined in the Work Health and Safety Act 2011. This duty applies to persons conducting a business or undertaking (PCBUs) and requires them to ensure, so far as is reasonably practicable, the health and safety of:

- Workers engaged by them or influenced by their work.
- Other persons who may be affected by their business activities.

To meet this duty, PCBUs must:

- Provide and maintain a safe work environment.
- Ensure safe use, handling, and storage of machinery, structures, and substances.
- Offer adequate training, supervision, and information to workers.
- Monitor workplace conditions to prevent illness or injury.
- Maintain facilities for worker welfare.

1.4.2 Executive Management

Your duties include making decisions about health and safety that may affect work activities or other people. We need you to:

- Create a culture focused on health, safety, and environmental sustainability excellence.
- Proactively communicate the expectation of ‘safe production.’
- Initiate regular reviews of HSE performance with a focus on continual improvement.
- Take accountability to lead & improve HSE outcomes by effectively managing risks.
- Escalate risks and compliance requirements to the Board.
- Participate in strategic networks and external stakeholder groups to align HSE policy to best practice.
- Actively and visibly champion health, safety, wellbeing, and environment initiatives.

- Ensure appropriate resources for training and development of Managers and their teams.
- Ensure safe use, handling and storage of machinery, structures, and substances.
- Make sure facilities are well-maintained and at an acceptable standard.
- Provide employees information, training, instruction, or supervision needed for safety.
- Keep an eye on the health of workers and conditions at your place of work.
- Keep an injury register.
- Have a workers' compensation policy and a return-to-work coordinator.

1.4.3 Supervisors and Superintendents

Supervisors and Superintendents play a crucial role in ensuring workplace health and safety with responsibilities including:

- Making safety decisions that affect work activities and employees of CS Energy and Contingent Workers
- Ensuring compliance with health and safety legal requirements
- Conducting workplace inspections and addressing safety concerns
- Implementing safe work practices and ensuring adherence to procedures
- Providing training and inductions for workers
- Leading safety briefings and promoting a culture of safety.
- Investigating incidents and reporting them to the appropriate authorities
- Monitoring hazards and implementing risk controls

1.4.4 Workers

It's important that you:

- Take reasonable care for own health and safety in the workplace.
- Take reasonable care for the health and safety of others who may be affected by what you do or don’t do.
- Follow any reasonable health and safety instructions from CS Energy. For example, use equipment properly, follow safe work policies and procedures and attend training.
- Identify and speak up, to challenge unsafe situations or behaviours.
- Consistently demonstrate behaviours aligned with CS Energy environment, safety, health and wellbeing policies, practices, and standards.
- Ask for help if you are not sure how to safely perform your work.
- Follow instructions and work safely.
- Immediately raises safety and environment concerns to your manager / supervisor.
- Assess risks, implement controls, and stop work if the situation changes.
- Initiate and actively participate in safety shares and toolbox talks.
- Stop and reassess the job if conditions change.

1.5 Consultation and Participation of Workers

At CS Energy, all personnel need to be aware of their Health and Safety responsibilities, including the processes for providing feedback through effective communication and consultation. Employees are encouraged to actively participate in and contribute to initiatives that improve Health and Safety performance. The organisation establishes, documents, implements, and maintains methods of communication to ensure that relevant information is shared across all levels and functions. Actions and follow-up requirements arising from consultation processes are formally documented, while concerns

and complaints are recorded and investigated appropriately. This approach promotes transparency, accountability, and continual improvement in workplace safety.

1.5.1 Health and Safety Representative (HSR)

The role of the HSR in consultation is to discuss and liaise with concerned workers about anything affecting the Health and Safety of the workforce and bring this to the committee for review or resolution.

CS-OHS-74 Health and Safety Consultation and Communication outlines the roles and responsibilities of HSRs. HSRs have specific powers and functions prescribed in legislation including:

- undertake workplace inspections.
- review the circumstances of workplace incidents.
- accompany a WHSQ inspector during an inspection.
- accompany a WHS entry permit holder if the reason for the entry relates to the work group or part of the workplace where a worker in the work group works.
- represent the work group in health and safety matters.
- attend an interview about health and safety matters with a worker from the work group (with the consent of the worker)
- request that an HSC be established.
- participate in an HSC.
- monitor compliance measures.
- investigate work health and safety complaints from work group members.
- inquire into any risk to the health and safety of workers in the work group.
- issue provisional improvement notices and direct a worker to cease unsafe work (where the HSR has completed the required training).

A HSR is not personally liable for anything done, or not done, in good faith while carrying out their role. However, any person adversely affected by a decision or action of a HSR can apply to the Queensland Industrial Relations Commission (QIRC) to have them disqualified.

CS Energy will provide training as outlined in legislation for each elected representative.

1.5.2 Health and Safety Committees (HSC)

Site based and office-based Health, Safety and Environment Committees, provide a structured way for employers and workers to collaborate on safety matters:

- Facilitating cooperation between CS Energy and workers on health and safety initiatives
- Developing and implementing workplace safety measures, standards, and procedures.
- Providing a forum for workers to raise concerns and suggest improvements.
- Reviewing incidents and recommending preventive actions.
- Ensuring compliance with WHS laws and regulations.

1.5.3 Union Groups

Discuss and consult on health and safety matters between the Workers and CS Energy using the following forums:

- Peak Consultative Committee (PCC).
- Kogan Creek Consultative Committee (KCC).
- Business Improvement Committee (BIC).

1.6 Management Review

Management review ensures that incidents, risks, and health and safety performance are systematically analysed, challenged, and acted upon to drive continuous improvement across CS Energy.

Weekly Incident Review – site representatives discuss the weekly incidents as delivered by individual investigators or delegate, the initial findings, failure identification, five whys and PEEPO, lessons learned and actions to mitigate risk.

Challenge Sessions – delivered by individual investigators or delegate present an in-depth analysis of incidents using ICAM or RCA to determine root cause, identify relevant actions to each causal factor and share lessons learned, to relevant management representatives, who challenge the findings, assumptions and assist in the development of relevant corrective actions.

Site Functional Coordinator Quality Review - weekly review of incidents entered into Insight to ensure progression, naming conventions, categorisations and investigator assignments are progressed in a timely manner.

Incident Review Panel - monthly meetings of the senior management team to review incident trending, repeat incidents and action tracking.

Reports, including meeting minutes with assigned actions and communication packs, are prepared and delivered at relevant meetings such as the Central Health, Safety and Environment (CHSE) Committee and the Safety and Environment (SEC) Board Committee. These reports support the strategic review of Health and Safety events and issues across the portfolio.

For all Health and Safety concerns and complaints, the established process for handling disagreements and issue resolution must be followed to ensure timely resolution of all matters.

1.7 Element 1 References

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
CS Energy Officers' Due Diligence Manual		B/D/21/1298
Governance Framework Standard	CS-GOV-01	B/D/13/34513
Health and Safety Management System Framework	CS-OHS-M-03	B/D/17/9550
Health and Safety Policy		B/D/11/39698
Incident Management	CS-IM-01	B/D/11/45318
Legal / Obligations Compliance Register	Held in Insight	
Workers' Compensation and Rehabilitation Policy	CS-OHS-04	B/D/11/30963

ELEMENT 2 - PLANNING

2.1 Risks and Opportunities

CS Energy establishes Health and Safety goals and targets to drive continual improvement in performance. These are incorporated into the business planning process and supported by strategic plans to achieve objectives. Projects and budgets are prioritised with consideration of Health and Safety risks, and performance is monitored to ensure the effectiveness of the HSMS.

Our Enterprise Risk Framework defines ownership at each risk level and provides a systematic approach to reducing risks across all sites.

Risks and Opportunities are identified by the following actions:

- Risk Identification – Conducting systematic risk assessments and proactive hazard identification to detect potential dangers before they escalate. This process involves evaluating workplace conditions, analysing historical incident data, and utilising risk assessment methodologies to ensure comprehensive recognition of threats. By identifying hazards early, CS Energy can implement effective control measures, reduce workplace incidents, and enhance overall safety.
- Risk Mitigation – Implementing a comprehensive approach to hazard control through engineering solutions (e.g., safety barriers, ventilation systems), administrative policies (e.g., standard operating procedures, permit systems), and personal protective equipment (PPE) (e.g., gloves, helmets, respirators). These measures work together to reduce workplace risks, enhance safety, and ensure compliance with health and safety regulations.
- Opportunity Enhancement – CS Energy proactively identifies and implements improvements to workplace safety culture, training programs, and operational efficiency. This includes fostering a strong safety mindset through leadership engagement, refining training methodologies for better knowledge retention, and optimising processes to reduce risks and enhance productivity. By continuously evaluating and adapting safety strategies, CS Energy can create a more resilient and high-performing work environment.
- Continuous Improvement – By actively assessing and refining safety practices through regular reviews, audits, and feedback loops, CS Energy maintains alignment with industry best practices and evolving legislation. This continuous improvement process fosters a proactive safety culture by identifying opportunities for enhancement, integrating lessons learned from incidents, and implementing updated procedures that strengthen workplace safety, efficiency, and regulatory compliance.

2.2 Legal Requirements

Legal, regulatory, and other Health and Safety requirements are identified, accessible, understood and complied with. Regular reviews of legal compliance is undertaken.

Governance and assurance programs are implemented and actions affecting legal compliance are tracked by the Risk and Compliance team.

2.2.1 Identification and Accessibility

All relevant work health and safety (WHS) laws, regulations, and codes of practice are identified and documented in CS-OHS-M-02 Legal Health and Safety Compliance Manual. Obligations are tracked in CGR Insight in line with the relevant legislation. Training programs ensure that employees understand their legal obligations relevant to their role requirements.

2.2.2 Compliance and Regular Reviews

CS Energy regularly review their compliance with WHS laws to ensure ongoing adherence. Audits and inspections are conducted to assess workplace safety standards. Any changes in legislation are

monitored and incorporated into workplace policies and procedures, then communicated to employee. Where appropriate consultation is undertaken around changes to procedures.

2.2.3 Governance and Assurance Programs

CS Energy has a safety governance framework established to oversee compliance efforts. Health and safety committees play a role in monitoring and improving workplace safety. Incident reporting in CGR Insight help track and address safety concerns and are reviewed weekly with relevant stakeholders to address areas for improvement and track action completion.

2.2.4 Tracking Actions Affecting Legal Compliance

CS Energy maintains records of compliance activities, including risk assessments and corrective actions. Performance metrics are used to evaluate the effectiveness of safety measures and are reviewed monthly. Continuous improvement strategies are put in place to ensure that compliance efforts evolve with industry standards.

2.2.5 Assessment Of H&S Opportunities

The assessment of health and safety (H&S) opportunities involves identifying areas where workplace safety can be improved and implementing measures to enhance worker well-being. Under Work Health and Safety Queensland (WHSQ) legislation, this process typically includes:

- Hazard Identification – Recognising potential risks in the workplace, including physical, chemical, ergonomic, and psychosocial hazards.
- Risk Assessment – Evaluating the likelihood and severity of risks to determine appropriate control measures.
- Consultation with Workers – Engaging employees in discussions about safety concerns and potential improvements.
- Reviewing Incident Reports – Analysing past workplace incidents to identify trends and areas for improvement.
- Implementing Control Measures – Applying strategies such as engineering controls, administrative policies, and personal protective equipment (PPE).
- Monitoring and Continuous Improvement – Regularly reviewing safety practices and updating procedures to align with best practices and legal requirements.

2.3 Hazard Identification

Hazards must be identified and associated risks must be assessed, managed, monitored, and documented using our risk tools.

Planned and unplanned changes must be identified, risk assessed and managed.

All risks must be controlled as per the hierarchy of control with elimination the preferred method.

2.3.1 Awareness

Awareness ensures that all personnel are informed of relevant hazards, risks, and controls associated with their work and location. Effective communication and induction processes build a strong safety culture and ensure compliance with CS Energy's Health and Safety Management System (HSMS).

2.3.1.1 Communication of Lessons Learned

- The Heads of Health, Safety, Environment and Security / Process Safety / Operations facilitate communication following incidents and investigations.
- Lessons learned are shared through:
    - Red and Green banner emails.
    - Site noticeboards

- Toolbox Talks
- Safety Shares

- If an incident is investigated under Legal Professional Privilege, no information will be released externally without authorisation from Legal Counsel.

Communicating safety improvements at CS Energy support achieving our goal of developing a constructive culture and encouraging behaviours that reflect CS Energy's values.

A Core Safety Induction and Site Safety Induction must be completed before working on a CS Energy site. Visitors must complete the Site Safety Induction only.

Inductions are valid for two years for contingent workers and three years for employees. Certificates are issued from the online LMS system.

A building and fire induction is required every year for permanent residents of that building.

2.4 Hierarchy of Controls

The hierarchy of control is a systematic approach to managing workplace risks by ranking control methods from most effective to least effective. Under the Queensland Work Health and Safety Act and Regulation, CS Energy, as a Person Conducting a Business or Undertaking (PCBU), is required to manage risks by eliminating health and safety risks so far as reasonably practicable. If elimination is not feasible, risks must be minimised as far as reasonably practicable.

- The Hierarchy of Control ranks risk control measures from most to least protective.
- Elimination is the most effective method of controlling workplace hazards.
- All risk assessments must be documented using the appropriate template as outlined in CS-OHS-76 Health and Safety Risk Management.

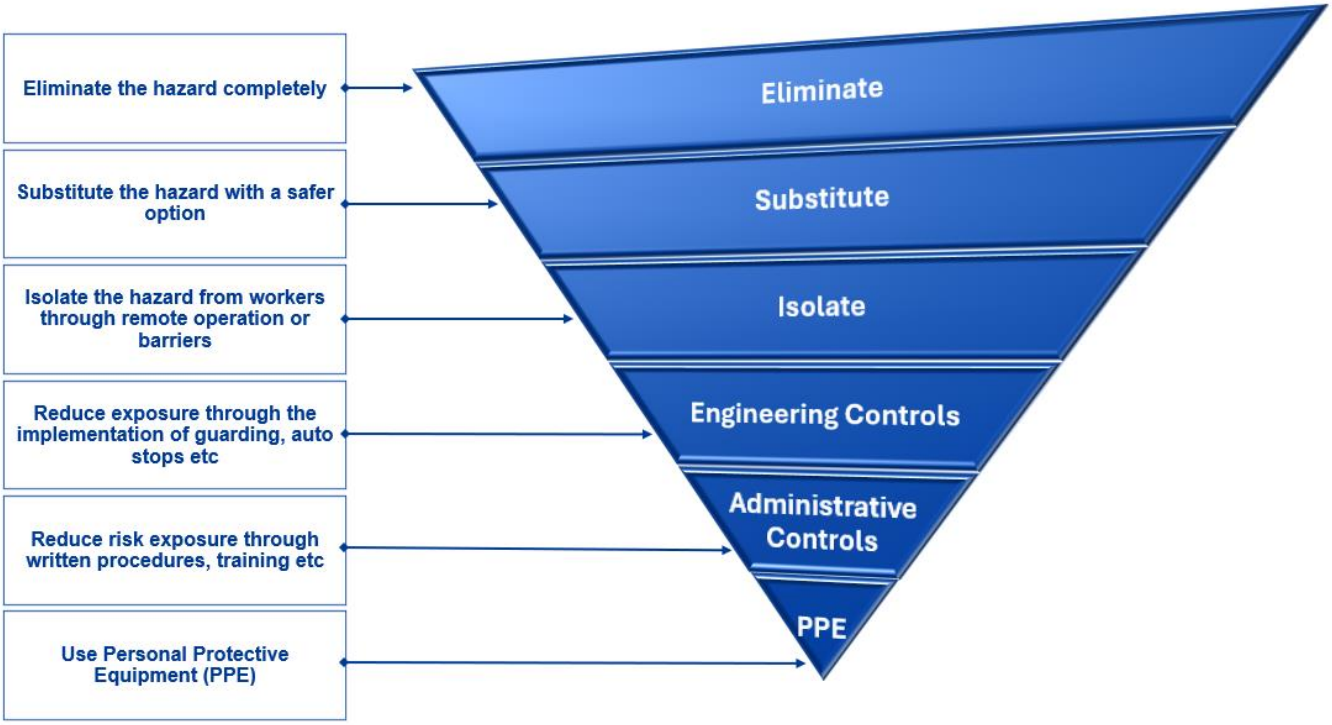


Figure 1 Hierarchy of Control

2.4.1 Eliminating Hazards and Reducing Health and Safety Risks

CS Energy follows a 4-level framework for health and safety risk management to ensure risks are managed so far as reasonably practicable.

2.4.1.1 Enterprise Risk Management (Bowtie / CGR Insight)

- Enterprise risk management
- Bowtie analysis
    - Tier 1- Enterprise Risks
    - Tier 2 - Corporate level risks
    - Tier 3 - Operational Health and Safety risks
- Potential for serious injuries or fatalities, major accident hazards
- Formal identification of critical controls and control verifications
- High Potential Incidents - post incident review of Risk Register and controls from incident investigation

2.4.1.2 Facilitated Risk Management

An operations risk assessment is used to identify and manage unintended or additional risks associated with planned changes, or when unplanned changes occur, whether permanent, temporary or as the result of incremental change.

The modification process covers the management of changes (modifications) to assets. Plant modifications are required due to new technology, obsolescence, plant performance, reliability, safety, access issues, etc.

- To develop a business, department and section's health and safety risk profile
- To develop and implement a procedure.
- To identify and assess risks during design of equipment and plant.
    - Where identified by Management of Change (MoC)
    - Stakeholder issues/concerns. (e.g. complaints or adverse symptoms)
    - Prior to overhauls
- If uncertainty remains as to the effectiveness of controls after a JSEA has been completed
- Hazard and Operability Studies (HAZOP) - a form of hazard identification used to identify potential hazards and operational problems in terms of plant design and human error.
- Failure Modes and Effects Analysis (FMEA) - at the feasibility stage of projects to identify all potential hazards and risks associated with construction process.

2.4.1.3 Task based Risk Assessment - Job Safety and Environmental Analysis

Task-based risk assessments ensure that hazards are identified and controlled before work begins. A Job Safety and Environmental Analysis (JSEA) provides a structured approach to assessing risks where no Standard Work Instruction (SWI) exists or where tasks present uncontrolled hazards.

JSEA Requirements

A JSEA must be completed:

- When a task is performed for the first time
- For ad-hoc tasks, which may later form the basis of a new SWI.
- Where directed by supervision
- When an individual identifies the need, particularly for higher risk tasks.

JSEAs should be handwritten, completed by the team at the task location. Pre-populated JSEAs must be task specific. Supervisors are responsible for ensuring JSEAs are read, understood, and applied.

SWMS Requirements

For high-risk construction work, a Safe Work Method Statement (SWMS) must be prepared by the person responsible for carrying out the work, in consultation with the workers undertaking the task.

- SWMS may be generic, but it must reflect the specific circumstances of the workplace.
- One SWMS may cover a variety of tasks provided it takes into account the changing nature of the work environment.

2.4.1.4 Personal Risk Assessment

Before commencing any task, every worker must complete a personal risk assessment (2x2) to ensure hazards are identified and appropriate controls are in place. This process is designed to remove complacency, increase awareness, and ensure that all workers consciously think through their jobs prior to starting work and remain vigilant throughout the activity. 2x2 can be undertaken on the Insight App or on the paper based booklet.

Key Requirements:

- Conduct a 2x2 risk assessment before beginning any task.
- Identify hazards and confirm that controls are effective and appropriate.
- For tasks extending over more than one day, conditions must be monitored continuously.
- Confirm that controls remain effective and adjust as needed.
- If the working environment changes (e.g., wet conditions, poor visibility, or other activities nearby), additional controls must be implemented to manage increased risk.
- Hazards that arise during the activity, including those created by interacting work parties, must be identified and addressed promptly.

2.4.2 Contractor Risk Assessment Requirements

Contractors may use their company-specific task risk assessment process, provided that:

- The process is equal to or equivalent to CS Energy's risk management framework and has been approved for use by a CS Energy Representative or delegate.
- The process includes a field check conducted by the team or individual, with evidence of the check recorded.
- Contractors may prepare a SWMS, but it must be reviewed by the PCBU and workers undertaking the task to ensure suitability.
- The SWMS must be kept on-site where the high-risk construction work is being carried out.

2.5 Planning Action

Addressing risks, opportunities, legal requirements, and emergency situations is essential for CS Energy to maintain workplace safety and provide continuous improvement opportunities.

2.6 Emergency Preparedness and Response

Emergency, crisis, and business continuity plans are essential for ensuring workplace resilience and preparedness. At CS Energy, these plans help the organisation respond effectively to unexpected disruptions, protect our employees, and maintain operations.

- Emergency Plans are site specific and define responses to foreseeable emergency scenarios and roles and responsibilities for workers and contractors.
- Emergency exercises are conducted regularly at each site to ensure the ERT, IMT and CMT are trained to effectively respond to an emergency.

- Emergency Response Teams (ERT) - Trained ERT respond to incidents on site to gain control of the incident scene and mitigate any factors as quickly as possible.
- The Site Incident Management Team (IMT) mobilises as required to coordinate an effective response and activate recovery or business continuity plans.
- Crisis Management Plans are company specific and align with business continuity requirements and external communication.
- The Crisis Management Team (CMT) is Brisbane based and prioritises health and safety, environmental protection, preservation of CS Energy's image, reputation, and assets.

First aid facilities are provided appropriate to the hazard and exposure level at each site.

Business continuity management ensures critical business activities are maintained or recovered in a timely fashion in the event of a disruption.

2.7 Element 2 References

Title	CS Document ID	Trim Reference
Contractor Management	CS-CMP-00	B/D/13/34521
Crisis Management Plan	CS-IM-02	B/D/11/43851
Document Deviation	CS-OHS-38	B/D/24/89
Emergency Response Plan	CS-IM-03	B/D/12/14048
Flexible Working Arrangements	CS-OHS-65	B/D/16/3722
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 Life Savers	CS-OHS-49	B/D/11/30971
Health and Safety Risk Management	CS-OHS-76	B/D/14/20521
Identifying and Assessing Hazardous Manual Tasks	CS-OHS-57	B/D/12/84199
Job Safety And Environmental Analysis (JSEA)	S1878	B/D/10/21585
Learning from Incidents	CS-IM-01	B/D/11/45318
Minimum Training Requirements for High Risk Work	CS-OHS-69	B/D/14/20521
Operations Risk Assessment (ORA)	S2122	B/D/13/15225
Personal Risk Assessment (2x2)	Printed pocket book Or INSIGHT app	B/D/18/19661
Petroleum and Gas Safety Management	CS-OHS-02	B/D/11/30946
Prohibited and Restricted Items	CS-OHS-37	B/D/23/9816
Risk Management Framework	CS-RISK-01	B/D/12/63934
Standards for Training and Assessment	CS-HR-55	B/D/12/18450
Verification of Competency	CS-OHS-66	B/D/13/27084

ELEMENT 3 SUPPORT

3.1 Resources

CS Energy must ensure adequate resources are provided to support the Health and Safety Management System. This includes:

- Maintaining competent staff in sufficient numbers
- Engaging external expertise when required
- Investing in training, awareness programs, and qualifications to ensure workers can perform tasks safely.
- Providing safe facilities, tools, technology, and PPE to enable safe operations
- Allocating appropriate financial resources for safety initiatives, audits, emergency preparedness, and continual improvement
- Establishing effective information and communication systems to share safety policies, procedures, and hazard information
- Maintaining documented information (records, manuals, procedures) to demonstrate compliance and provide clear guidance for safe work practices.

3.2 Competence

CS Energy determines the skills, knowledge, and abilities required for all roles that impact health and safety performance.

Competency Assessment

- Each position is assessed to identify the level of competence needed to perform tasks safely.
- Workers must demonstrate competence through education, training, or practical experience.
- Where gaps exist, targeted actions such as training, mentoring, or development activities are implemented.

Verification of Competency (VOC)

- Both CS Energy staff and contractors must hold required licences and complete a VOC process.
- VOC includes site familiarisation and a practical assessment by a subject matter expert.
- Candidates assessed as not yet competent receive coaching, preparation time, and re-assessment opportunities.
- VOC also serves as a refresher for theoretical training, reinforcing safety standards and hazard awareness.

Supervision of High-Risk Work

- Supervisors overseeing high-risk activities must provide appropriate supervision to safeguard workers.
- Supervisors are identified as key personnel in contract documents and are responsible for assessing worker competence.
- Training teams may assist in assessments.
- Supervisors must provide clear instructions, oversee task execution, and monitor performance to confirm competence.

Competency Documentation

- Competency levels and training needs are documented for each role.
- Performance is monitored for employees and contingent workers.
- Inductions, statutory training, and role-specific training are identified, completed, and recorded.

- Employees are assessed during recruitment and monitored throughout employment; contractors are similarly assessed during their contracts.
- Training records and compliance, with regular monitoring, auditing, and review to ensure continual improvement are maintained in either TRIM or the LMS.

3.3 Awareness

CS Energy requires all workers to have a clear understanding of the Health and Safety Policy and how it applies to their daily activities.

Workers must be aware of:

- Their individual responsibilities in maintaining and improving the HSMS.
- Hazards and risks associated with their specific tasks and the broader workplace environment.
- The consequences of non-compliance, including injury, illness, equipment damage, or regulatory penalties.
- The benefits of improved performance, recognising that safe work practices contribute to safer operations, efficiency, and continual improvement.

Awareness Initiatives

- Induction training explains site-specific hazards (e.g., working at heights, heavy machinery, restricted areas).
- Toolbox talks reinforce awareness, review safety procedures, and highlight lessons learned from incidents or near misses.
- Posters and signage remind workers of PPE requirements, emergency procedures, and other critical safety information.
- Contractors are briefed on the VOC process to ensure familiarity with plant hazards and safe operation.

This structured approach ensures that all personnel, employees and contingent workers alike, remain aware of their responsibilities, the risks they face, and the importance of compliance. It strengthens CS Energy's safety culture and reduces the likelihood of incidents.

3.4 Communication

CS Energy establishes, implements, and maintains processes for internal and external communication about health and safety to ensure workers, contractors, and stakeholders receive timely, accurate, and relevant information on hazards, risks, policies, and performance.

3.4.1 Legislative Updates

When changes to legislation, regulations, or codes of practice occur, a communication pack is developed and distributed to relevant stakeholders (Board, Executive Team, Management Teams, Supervisors, Health and Safety Representatives, employees).

3.4.2 Consultation Obligations

In line with the Workplace Health and Safety Act (WHSA), CS Energy must consult with workers who carry out work and who are, or are likely to be, directly affected by workplace health and safety matters.

Consultation involves:

- Providing relevant information
- Allowing affected persons to express views
- Considering those views in decision-making

Consensus is not required; management retains ultimate responsibility for decisions.

3.4.3 Procedural Guidance

The CS-OHS-74 Consultation & Communication procedure provides clarity on consultation and decision-making processes at CS Energy. Consultation under this procedure does not replace obligations contained in Enterprise Agreements.

Committee and Representative Roles

The Workplace Health and Safety Act (WHSA) requirements include:

- The role of Health and Safety Representatives (HSRs)
- Establishment of Health and Safety Committees
- Processes for issue resolution

Additional requirements are detailed in the Code of Practice: Work Health and Safety Consultation, Cooperation and Coordination. CS Energy must consult, cooperate, and coordinate with other duty holders who share responsibility for health and safety outcomes.

3.5 Documentation

CS Energy maintains documented information to support the effective operation of the Health and Safety Management System (HSMS). Documentation provides evidence of compliance, clarity of responsibilities, and guidance for safe work practices.

Core Documentation

- OH&S Policy, objectives, and scope of the HSMS.
- Defined roles, responsibilities, and authorities.

Risk and Control Records

- Hazard identification, risk assessments, and control measures
- Evidence of worker competence (licences, qualifications, training certificates, VOC assessments)

Consultation and Communication

- Induction records
- Toolbox talks
- Safety meetings minutes
- Contractor briefings

Operational Controls

- Safe work procedures
- Permits to work.
- Emergency preparedness plans

Performance Evaluation Records

- Monitoring results
- Incident reports
- Audits
- Management reviews

Improvement Records

- Corrective actions
- Preventive actions
- Improvement initiatives.

Document Control

Documentation must be:

- Accurate, current, and accessible
- Securely stored
- Retained for the period required by legislation and organisational policy.
- Managed in alignment with the Records Management Framework

3.6 Element 3 References

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 (formerly Learning from Incidents) 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
Records Management Framework	CS-FW-DRM-001	B/D/20/336
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

4.1 Operational Planning and Control

CS Energy establishes, implements, and maintains processes for operational planning and control to ensure that work is carried out safely and in compliance with legislative and organisational requirements by integrating hazard identification, risk assessment, and the hierarchy of controls into business processes. Documented procedures guide high-risk activities, contractor management, emergency preparedness, and plant operation, while training, supervision, and Verification of Competency (VOC) assessments support effective implementation. Supervisors and project managers oversee activities, confirm worker competence, and provide clear instructions, with performance monitored against WHS objectives. Records of planning, permits, risk assessments, and monitoring are maintained to demonstrate compliance and drive continual improvement, ensuring operations protect workers, contractors, and the community while supporting CS Energy's health and safety goals.

4.2 Eliminating Hazards and Reducing H&S Risks

Eliminating hazards is always the priority, but when elimination is not possible CS Energy applies the hierarchy of controls as outlined in section 2.4 Conduct a 2x2 risk assessment before beginning any task.

- Identify hazards and confirm that controls are effective and appropriate.
- For tasks extending over more than one day, conditions must be monitored continuously.
- Confirm that controls remain effective and adjust as needed.
- If the working environment changes (e.g., wet conditions, poor visibility, or other activities nearby), additional controls must be implemented to manage increased risk.
- Hazards that arise during the activity, including those created by interacting work parties, must be identified and addressed promptly.

4.2.1 Contractor Risk Assessment Requirements

Contractors may use their company-specific task risk assessment process, provided that:

- The process is equal to or equivalent to CS Energy's risk management framework and has been approved for use by a CS Energy Representative or delegate.
- The process includes a field check conducted by the team or individual, with evidence of the check recorded.
- Contractors may prepare a SWMS, but it must be reviewed by the PCBU and workers undertaking the task to ensure suitability.
- The SWMS must be kept on-site where the high-risk construction work is being carried out.

above. All health and safety risks must be managed to so far as reasonably practicable (SFARP).

Deciding whether a risk is managed SFARP can be challenging because it requires management and workers to exercise judgement. To assist with this some principles can be applied to clarify this concept. The following guidance should be used when trying to determine if risk is so far as reasonably practicable.

1. In all cases, where cited CS Energy shall follow an applicable Regulation.
2. Refer to existing industry practice e.g. Code of Practice, Australian Standards, Manufacturer's Advice, Industry Bodies
3. When in doubt, consult – with supervision, health and safety representatives, and other workers
4. The greater the likelihood of a hazard occurring and/or the greater the harm that would result if the hazard or risk did occur, the less weight should be given to the cost of controlling the hazard or risk.

5. The cost of controlling a risk may be considered in determining what is reasonably practicable but cannot be used as a reason for doing nothing to control that risk.
6. Cost cannot be used as a reason for adopting controls that rely exclusively on changing people's behaviour or actions when there are more effective controls available that can change the risk through substitution, engineering, or isolation.

4.3 Incident Management

Effective incident response at CS Energy requires swift action, containment, and scene preservation to support thorough investigations and ensure compliance with regulatory obligations. The following steps outline responsibilities and actions to be taken immediately after an incident to protect people, preserve evidence, and enable accurate reporting and analysis. For further information refer to CS-IM-01 Incident Management Procedure.

4.3.1 Incident Classification

- Injuries will be classified according to CS-OHS-73 – Injury and Illness Classification
- Other health and safety incidents will be classified as Near Miss, Damage, or High Potential as per the Incident Category Matrix

4.3.2 Reporting Requirements

- Timely and accurate reporting ensures effective evidence collection, root cause analysis, injury management, and continual improvement.
- Early reporting of hazards and near misses is critical to prevent future incidents and support proactive risk management.

4.3.3 Responsibilities

- Report incidents immediately to their manager or supervisor.
- Provide key details: time, location, nature of event, and immediate actions taken.
- Log the incident in Insight within 24 hours.

4.4 Process Safety

Process safety means we understand and proactively manage the plant risks that can cause harm to people, plant, and the environment. Process safety is critical to the safe management and operation of CS Energy's power stations. Simply defined Process Safety is keeping the hazards contained, so we do no harm – electricity in the wires, steam, or gas inside the pipes.

4.4.1 Process Safety Vs Personal Safety

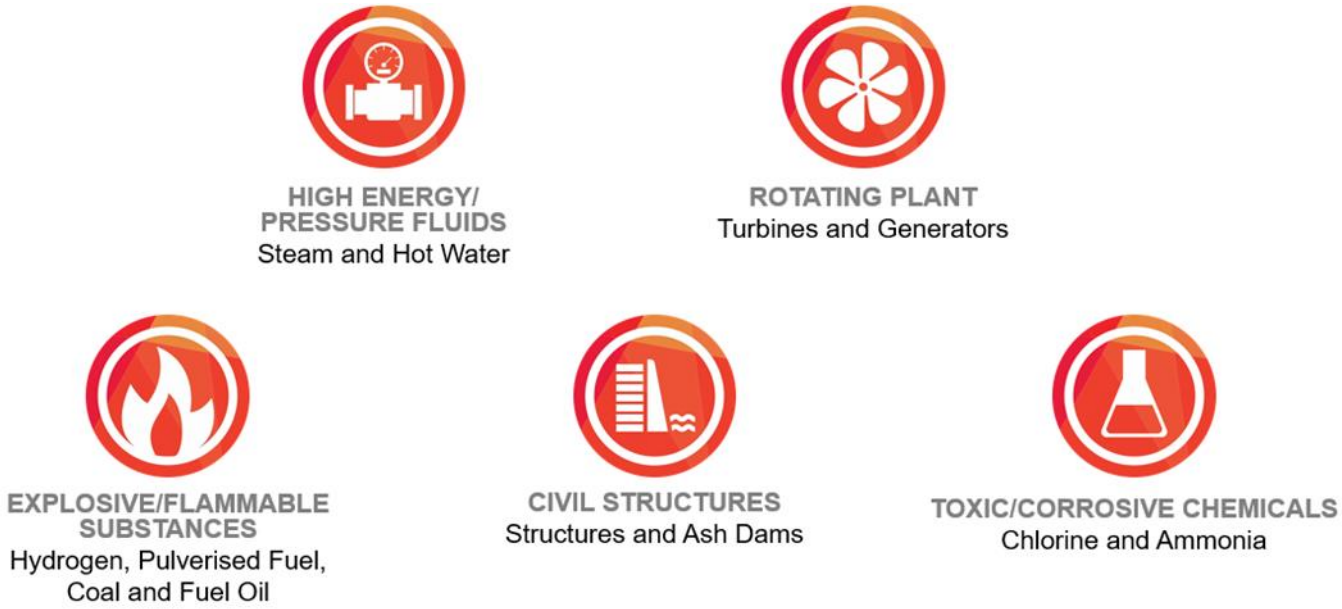
Process safety is about our plant running safely and managing the operational plant hazards that could lead to a major incident and hurt our people, damage our assets, or harm the environment.

Personal safety means our people work safely. We understand and manage the risks associated with the work we perform that could cause serious injury or fatality.

Everyone has a part to play in identifying, and managing the major incident hazards associated with our operational plant.

4.4.2 Process Safety Hazards Associated With Electricity Generation

A Process Safety event is a loss of control resulting in a release of energy from an asset that has the potential to cause multiple fatalities. The hazardous energies at CS Energy that can lead to multiple fatalities are called Major Incident Hazards (MIHs) these are characterised by hazards shown in the figure below. They include high energy / pressure fluids, rotating plant, explosive substances, civil structures and high voltage electricity.



4.4.3 Process Safety Management

CS Energy's Process Safety management system and framework provides a structured way managing these systems and controls that prevent and mitigate Major Incidents.

The four categories of Process Safety Controls are:

Plant Controls relate to the design of the plant. This includes inherently safer design techniques, layers of protection and operating limits.

Process Controls consider the systems and procedures for operating and maintaining the plant.

People Controls are the knowledge, capability, and actions of CS Energy people. It considers human factors, leadership and culture, using professional skills, experience, and knowledge of process safety controls to apply to everyday tasks.

Recovery Controls are the controls used to reduce the consequences should an incident occur. These are CS Energy emergency response plans and equipment including detection and suppression systems, and environmental response systems.

4.5 Overhauls, Construction, Demolition and Commissioning

Overhauls, construction, demolition, and commissioning projects at CS Energy are complex, high-risk activities requiring strict planning, coordination, and compliance with health and safety requirements. Involving multiple contractors, specialised equipment, and hazardous tasks such as working at heights, confined spaces, heavy lifting, and plant operation, these activities must be managed under a structured framework of hazard identification, risk assessment, and hierarchy of controls. Clear communication, consultation, and cooperation between CS Energy staff, contractors, and stakeholders are essential to ensure safe outcomes, protect assets, and meet all legislative and policy obligations while driving continual improvement in safety performance.

4.5.1 Construction work

Projects are assessed against the definition of Construction work as defined by the WHSA. For CS Energy, overhauls, and major projects where plant is installed are typically classified as construction projects. Construction work requirements under the Act are applicable during these times.

4.5.2 Overhaul

Generally, overhauls are defined as "construction work" under Work Health and Safety Regulation 2011. Overhauls are required to have a documented Overhaul Management Plan (OMP) that ensures the design and procurement specifications are met, and construction, commissioning and handover are in accordance with approved standards and procedures.

Health and Safety risks for overhauls and major projects are managed following the CS Energy risk management framework, including assessing, controlling, monitoring, and reviewing.

4.5.3 Demolition

All demolition activities at CS Energy sites must be supported by a documented and approved plan that incorporates health and safety risk management, defines responsibilities, and ensures compliance with legislation and codes of practice. As demolition work is typically contracted, CS Energy requires contractors to be qualified, licensed, and competent, with evidence such as VOC assessments and high-risk work licences provided before work begins.

The plan must address site-specific hazards including hazardous materials, structural stability, restricted zones, and emergency preparedness, with clear accountability between CS Energy, supervisors, and contractors. CS Energy retains responsibility for reviewing and approving plans, monitoring compliance, and ensuring corrective actions are taken, so demolition projects are executed safely, responsibly, and in full regulatory alignment.

4.5.4 Major Projects

Major projects at CS Energy are delivered under Principal Contractor (PC) arrangements due to their scale, complexity, and high-risk nature. Under these arrangements, CS Energy engages qualified contractors to act as the Principal Contractor, who assumes responsibility for managing health and safety on the designated project site in accordance with legislative requirements. The Principal Contractor must develop and implement a comprehensive project safety management plan that incorporates hazard identification, risk assessment, and the hierarchy of controls, ensuring that all activities are planned and executed safely.

At the conclusion of the project, Health and Safety management plans are developed for handover to operations. These plans outline the approach to managing residual risks, ongoing safety requirements, and site-specific controls to ensure that operational teams can continue to manage hazards effectively. This structured approach ensures that major projects contracted under PC arrangements are delivered safely, responsibly, and in full compliance with CS Energy’s OH&S policy, relevant legislation, and codes of practice, while supporting continual improvement in safety performance.

4.6 High Risk Work Activities - Critical Risks

High-risk work at CS Energy is managed through risk assessments, minimum standards, and documented procedures to ensure HSE risks are controlled. Work can only commence once critical controls are identified and in place, with activities stopped immediately if controls are ineffective. Supervisors and designated leads are accountable for compliance, providing active and continuous supervision proportionate to risk and worker competence. They must be identified in contract documents, with worker competence verified before tasks begin. During planning and execution, Supervisors and Project Managers issue clear instructions, oversee performance, and intervene when necessary. This structured oversight embeds supervision as a core control, ensuring hazards are managed and the safety of workers and contractors is maintained.

4.6.1 Confined Spaces

Confined spaces pose significant dangers because they are not designed for regular work and often have poor ventilation, allowing hazardous atmospheres to develop quickly. Hazards may vary with each entry, making vigilance essential.

The risks of working in confined spaces include loss of consciousness, impairment, injury, or death from:

- the immediate effects of airborne contaminants
- fire or explosion from the ignition of flammable contaminant.
- difficulty rescuing and treating an injured or unconscious person.
- oxygen deficiency or immersion in a free-flowing material, such as sand, water, or other liquids
- falls from a height.
- environmental factors (e.g. extremes in temperature)
- poor lighting
- manual handling

4.6.1.1 Identification and Preparation

- Confined spaces are identified by a competent person, documented in the confined space register, and marked with signage and barricading to prevent accidental entry.
- Systems that may influence atmospheric or physical conditions must be purged, ventilated, or isolated before entry.
- All isolations must comply with the CS Energy PTW Manual and associated procedures.
- Oxy torches must be stored outside confined spaces when not in use or during breaks.

4.6.1.2 Entry Requirements

- Work in confined spaces requires:
  - A permit to work.
  - A confined space control checklist
  - A rescue plan
  - Sign-on and sign-off procedures.
  - Air quality testing prior to entry
- Atmospheric conditions must be tested using calibrated equipment, with monitoring devices bump tested before each use.
- Ongoing testing (continuous or personal) must be included in the risk assessment, considering ventilation and contaminants.
- For tasks with atmospheric hazards (e.g., hot work), continuous monitoring is mandatory during entry.

4.6.1.3 Standby Person

A standby person must remain outside the confined space whenever it is occupied.

Primary duties include:

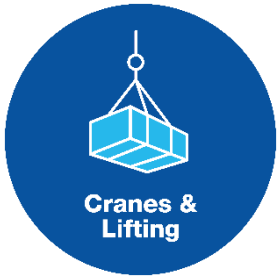
- Activating the **rescue plan** in emergencies
- Monitoring the **tag board**
- Maintaining **two-way communication** with workers inside
- Initiating **emergency response** if required

4.6.1.4 Competency and Training

All personnel involved in confined space work must have applicable training and competency for their role. Competency includes knowledge of hazards, safe work practices, and emergency procedures.

Required Training	Applicable to:
Working in a confined space MSMPER205 – Enter Confined Space	Work Party Member, Standby Person, Person in Charge of Work (PICW), Officer in Charge (OIC), Permit to Work Officer (PTWO)
Atmospheric monitoring of a confined space	PICW, OIC
Supervision of confined space work	PICW, OIC
Confined space permit to work	PICW, OIC, PTWO

4.6.2 Cranes and Lifting



CS Energy utilise various Cranes including Mobile Cranes, Gantry Cranes, Vehicle Loading Cranes and Pick and Carry Cranes. Sometimes Excavators and Telescopic Handlers are also used in "crane mode." Regardless of the type of crane used for lifting and moving loads, there are a range of risks and hazards associated with this type of work.

The critical controls are outlined below:

- Cranes are inspected by a competent person in accordance with statutory and Original Equipment Manufacturer (OEM) requirements and maintenance logbooks are current.
- Lifting gear is periodically inspected and tagged by a competent person and visually inspected prior to being used in accordance with OEM specifications.
- A register is kept for all lifting gear.
- Limiting and indicating devices are fitted to mobile cranes, with load indicators fitted to all mobile cranes with a rated capacity >3 tonnes.
- Crane operators and dogman / riggers have effective communication processes in place.

Crane operators and persons slinging loads or directing loads must have appropriate licences and competencies. Safe slinging techniques must be adhered to.

- The type and weight of loads is confirmed and is less than the safe working load of the lifting device and equipment. The weakest link must be identified in the system.
- Lift Plans are developed and approved for complex lifts.
- Ground conditions are assessed by a competent person for ensuring the stability of the lift. Consideration of the following must occur:
    - Surface conditions,
    - surface slope,
    - underground / overhead services,
    - weather conditions,
    - interaction with other operations.
- If ground compaction is required, this must be done before a lift is commenced.
- Exclusion zones are established, and tag lines used to guide loads.
- Personnel remain outside exclusion zones at all times and never walk, or work under suspended loads.
- When electrical exclusion zones are established in the vicinity of powerlines or other electrical apparatus, a non-conductive tag line is to be used to guide loads. The dogger cannot be the electrical exclusion zone spotter if they are undertaking dogging work. The spotting in this case, must be done by a competent person i.e. operating plant safety observer or electrical safety observer.
- Outriggers are effectively deployed in accordance with OEM specifications.

- Loads capable of shifting until secured remain attached to the lifting device and tag lines or are securely propped or chocked until secured.
- Free fall devices must be physically locked.

4.6.2.1 Competency and Training

Required Training[1]	Applicable to:
Gantry Crane: **DG or CB**	Operators who sling their own load will be required to either obtain a HRW dogging licence (DG) or a HRW bridge and gantry crane licence (CB).
Vehicle Loading Cranes: **CV**	Operator of a Vehicle Loading Crane Capacity 10metre Tonnes and Above
Non Slewing Mobile Crane: **CN**	Operator of a Non-Slewing Mobile Crane greater than 3 tonnes capacity
Slewing Mobile: **C2 - Capacity up to 20t** **C6 - Capacity up to 60t** **C1 - Capacity up to 100t** **C0 - Capacity over 100t**	Operator of Slewing Mobile Crane in the relevant lift capacity category
Materials Hoist **HM**	Operator of materials hoist (builder's hoist) where only goods or materials and not personnel, may be hoisted
Personnel Hoist **HP**	Operator of materials or personnel hoist (builder's hoist) where personnel, goods and/or materials are hoisted
Boom Style Elevated Work Platform (EWP) **WP**	Operator of any boom type EWP
Fork Lift **LF**	Operator of powered industrial truck equipped with a mast and an elevating load carriage with fork arms
Order Picking Fork Lift **LO**	Operator of order-picking forklift truck, commonly referred to as “stockpickers”
Dogger **DG**	Operator of slinging techniques which require the selection and inspection of lifting gear to safely sling a load, or the directing of a plant operator in the movement of a load when the load is out of the operator's view
Rigger **RB - basic rigging** **RI - intermediate rigging** **RA - advanced rigging**	Operators performing rigging work—including the use of mechanical load-shifting equipment, associated gear, and the setting up or dismantling of cranes or hoists—must only operate within the scope of their verified qualifications, licences, and demonstrated competence

4.6.3 Dropped Objects

Where a fall risk exists, the risk must be assessed, and consideration given to controlling the potential for dropped objects. The critical controls include:

- Assessing whether the work can be conducted at ground level.
- Protection from falling objects provided through primary controls such as edge protection (encapsulation) with exclusion zones and / or overhead protection provided as a secondary means of control.
- Any equipment, tools or object used where there is a potential for it being dropped, must have a securing mechanism e.g. lanyards.
- Drop zones established where overhead work is being performed. When establishing the extent of the drop zone the following should be considered:
  - size and weight of equipment and material
  - sloping surfaces and the ability of material to roll
  - the height of the work above the lower level
  - falling object travel distance based on the velocity generated.
  - the possible deflection of falling objects by structures, pipes, or equipment in the area.

[1] Not all competencies are listed, please refer to CS-OHS-69 Minimum Training Requirements for further information

- personnel and mobile equipment must be removed from the drop zone and fixed equipment protected from damage whilst the drop zone is in effect.
- weather conditions e.g. high winds

Barricading and signage is erected to prevent personnel from entering an established drop zone area. Access to these areas must be controlled, contact made with area supervisor for permission to enter or to discuss scheduling of simultaneous works (SIMOPS).

Controls must be put into place to ensure tools, material and equipment are secured when they have the potential to fall e.g. toolbags and handlines.

4.6.4 Working with Electricity

Electrical risks are risks of death, electric shock or other injury caused directly or indirectly by electricity. The most common electrical risks and causes of injury associated with electricity entity works are:

- electric shock causing injury or death. The electric shock may be received by direct or indirect contact, tracking through or across a medium, or by arcing.
- arcing, explosion, or fire causing burns. The injuries are often suffered because arcing or explosion or both occur when high fault currents are present.
- electric shock from ‘step-and-touch’ potentials.
- toxic gases causing illness or death. Burning and arcing associated with electrical equipment may release various gases and contaminants.
- fire resulting from an electrical fault.

The critical controls in place at CS Energy include:

- All electrical equipment and electrical leads (excluding out of service equipment) are compliant with Australian or international standards, tested for ground continuity, tagged, and recorded.
- Electrical work is planned to minimise the need to conduct live work.
- All energy sources and equipment are treated as live until tested for de-energised and controlled under a permit.
- Wiring systems such as live cabling must be selected and installed so as to minimise the risk of mechanical damage.
- Switchboards are arc flash rated, appropriately signed, and arc flash.
- Personal Protective Equipment (PPE) available. If a risk of contact with electrical energy exists, controls are identified and implemented, including the provision and use of insulated tools, gloves, mats, low voltage rescue kits.
- When working on equipment with multiple sources of electrical supply, the correct switching process under the permit to work system, isolation and earthing processes must be followed.
- All live electrical circuits are identified prior to any penetrations of surface (walls, flooring, and roofing).
- Temporary electrical works are installed, tested, and certified in accordance with AS/NZS 3012 Electrical installation - Construction and demolition sites.
- Portable electrical equipment must be connected to circuits fitted with Residual Current Device (RCD) protection.
- When working near live Overhead Line Equipment or live electrical parts, regulated safe working distances / exclusion zones are identified and maintained.
- Hazardous areas require special consideration and identification. Refer to the CS Energy Electrical Safety Management Procedure. Any hazardous area requires protection from "ignition sources" as an explosive atmosphere may be present.

- Temporary electrical leads must be protected from mechanical damage and suspended off the ground where possible. Equipment such as insulated hooks and / or lead stands could be used to protect against this damage.
- Each person that performs electrical work must be trained, competent and authorised.
- All electrical work must be completed in compliance with CS Energy electrical procedures.

4.6.4.1 Competency and Training

Required Training	Applicable to:
Electrical Contractor Licence	Businesses or individuals who contract to perform electrical work for others
A Grade Electrician's Licence	Allows the holder to perform all types of electrical installation, maintenance, and repair work
Supervised Worker's Licence	Issued to apprentices or trainees
Licensed Electrical Inspector	Authorises inspections of electrical installations to ensure compliance with standards and regulations

4.6.5 Working with Energy: Isolation - Permit to Work (PTW)

The objective of the PTW System is to:

- Control access to plant and equipment.
- Minimise the risk of injury to personnel.
- Minimise the risk of damage to plant.
- Ensure that process safety risks are controlled through safe and effective isolations.

Equipment must have lockable isolation points to prevent the release of hazardous energy sources, including purchased equipment and equipment that is designed or modified. Each isolation point is labelled with a unique identifier.

All energy sources and equipment are treated as live until proven isolated by a competent person e.g. PTWO, electrical worker.

All hazardous energy sources are identified, de-energised and physically isolated prior to working on equipment / systems.

Work planning includes identification and isolation of all hazardous energy and is to be authorised by a permit. A competent PTWO specifies requirements to manage hazardous materials / stored energy.

Isolation points are clearly identified, proven, locked, and tagged preventing inadvertent energising. Isolations are checked by the OIC to ensure they are effective.

Personnel about to commence working on plant are to confirm:

- the PTW and scope of work is accurate for their task.
- discuss isolations and requirements of the task with the OIC.
- sign onto the PTW and lock on with their Personal Lock
- each person that performs work under isolation permit is trained and competent.

Physical isolation, de-isolation, and any isolation changes are completed and communicated by a competent and authorised person - OIC, PTWO.

4.6.5.1 Competency and Training

Required Training	Applicable to:
Work Party Member	Any person working under a Permit to Work

Required Training	Applicable to:
Standby Person	
PICW	Person in Charge of Work
OIC	Officer in Charge
PTWO	Permit to Work Officer

4.6.6 Hazardous Chemicals

Hazardous chemicals are substances, mixtures and articles that can pose a significant risk to health and safety if not managed correctly. They may have health hazards, physical hazards, or both. Hazardous chemicals and dangerous goods must be risk assessed and approved for use by the site Chemical Coordinator prior to being stored or used on site.

Examples of chemicals that can cause adverse health effects include, but not limited to:

- toxic chemicals (inhalation, ingestion)
- chemicals that cause skin damage (absorption)
- carcinogens (inhalation, ingestion, absorption).

Examples of chemicals that can immediately injure people or damage property include, but not limited to:

- flammable liquids
- toxic fumes and vapours
- compressed gases.
- explosives.

4.6.6.1 Safe Handling and Storage

- A current Safety Data Sheet (SDS) must be available and consulted before use.
- Handling is minimised through automated systems where possible.
- Protection measures include design controls, barricading, signage, and preventative maintenance.
- Chemicals must be stored according to compatibility requirements in the SDS, with bunding provided to contain spills or leaks.
- Identification signage / labelling must be in place on vessels, containers or pipes containing hazardous chemicals, including when decanted.
- A register must be used to record all hazardous substances stored on sites. ChemAlert is the preferred chemical management system at CS Energy and is accessible from the CS Energy Intranet.
- Chemicals must be stored in accordance with chemical compatibilities and storage requirements outlined in the SDS and must not come into contact with incompatible materials. There must be sufficient bunding to contain potential spills / leakage.

Chemicals must be disposed of in accordance with the SDS and site environmental processes.

4.6.7 Work at Heights

Working at height is where a person at work or other person in the vicinity is exposed to a risk of a fall from one level to another that can cause injury. At CS Energy working at heights activities have been identified as a serious injury and/or fatality (SIF) risk, therefore all activities that involve working at height shall be work controlled by a Permit to Work (PTW) issued via SAP.

Where the PTW system is not applicable, a risk assessment process should be conducted, documented and appropriate controls implemented.

The preferred method is to do the work from the ground.

- Planning for all work at heights activities must consider the most appropriate means to access the work area e.g. scaffolding, Elevated Work Platform (EWP), scissor lift.
- Permits and solid barricades are utilised for the removal of penetration covers, flooring, guard rails or grid mesh that expose a worker to a fall from height.
- Fall restraint or fall arrest equipment is utilised when working at height and the provision of a secure working platform is not practicable. Workers at height wear full body harnesses that incorporate shock absorbing lanyards or inertia reels. This work must be authorised by a working at heights control checklist (including rescue plan). All harnesses are to be fitted with suspension trauma relief straps.
- Purpose designed anchor points are certified and inspected by a competent person at prescribed intervals. These inspections are to be documented in the register.
- Point of use visual inspection must also be undertaken of harness, lanyard system, and attachment points. Where work methods require detaching and reattaching at height, a dual lanyard system is utilised to ensure that at least one connection point is maintained at all times (100% hook up).

4.6.7.1 Elevated Work Platform (EWP)

CS Energy has determined that all boom operation EWP will require the high risk work licence normally prescribed for 11m boom EWP. Ground conditions must be assessed and verified as solid, stable, and suitable for EWP operations, prior to locating the mobile plant. Spotters with equivalent training to the operator are in place during EWP operations. If a harness is required, the person working at heights must have the relevant competency.

4.6.7.2 Scaffolding

Personnel who conduct any activities related to scaffolding must be trained in the tasks applicable to their role. If required, scaffolders must hold the required high-risk license. There are three levels of licence required:

- basic scaffolder
- intermediate scaffolder
- advanced scaffolder
- Scaffolding can be classed into 3 categories:
    - light duty (rated to a Safe Work Load of 225 kg per bay)
    - medium duty (rated to a SWL of 450kg per bay)
    - heavy duty (rated to a SWL of 675kg per bay)

Scaffolders are also required to have the required competency for working safely at heights. Fixed and temporary anchor points must be inspected by the Height Safety Supervisor if fall protection is to be worn whilst assembling or disassembling scaffold.

- Scaffold Plans manage the risk of erecting and dismantling scaffold.

- Unusual or complex scaffolds require an engineering design and approval.
- If any alterations are made to a scaffold, the Scaffold Plan must be updated accordingly.
- Toeboards installed on scaffolds must be secured in place to prevent uplift and dislodgement.
- Where a falling object risk exists, scaffolds must be erected with a screen between the toe board and the guard rail, extending along the entire opening, for example, a brick guard or mesh.
- All scaffolds must have a completed Scafftag attached by an authorised scaffolder, at all access points.
- Scafftags must remain up-to-date and legible for the duration of the scaffold use.
- The scaffold must only be used according to the load rating on the Scafftag. Scaffolds are designed to support the anticipated combination of loads.
- Scaffold must be used as intended.
- If a scaffold is fitted with wheels, they must be lockable to prevent movement of the scaffold while in use.
- Inspections of scaffold must be completed at specified intervals outlined on the Scaffold Register at a frequency of no more than 30 days. Scaffolding suppliers and / or contractors are to provide evidence that their equipment is regularly inspected to Australian Standards (AS 1576 Series, and AS 4576 - Guidelines for Scaffolding). Non-compliant equipment must be segregated or quarantined to prevent use until repaired or disposed of. Metal scaffolds are electrical conductors, and scaffolds must be protected against electrical hazards.
- The area around a scaffold must be barricaded during construction or dismantling. Drop zones must be calculated to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.
- Prior to disassembly, a sequential method of dismantling must be adopted.
- A Scaffold Handover Certificate must be provided for all scaffold over 4 metres high.

4.6.7.3 Competency and Training

Required Training	Applicable to:
Work Safely at Heights **RIIWHS204D or equivalent**	For any person erecting, altering, or dismantling scaffolds, hoists, or load-shifting equipment at height. Operators using EWP. Supervisors overseeing work at heights activities.
Boom Style Elevated Work Platform (EWP) **WP**	Operator of any boom type EWP
Scaffolding **SB - Basic covers modular or prefabricated scaffolds, fall arrest systems and materials hoists.** **SI - Includes tube and coupler scaffolds, cantilevered scaffolds, barrow ramps, and more complex structures.** **SA - Covers suspended scaffolds, hung scaffolds, and other highly complex designs**	Scaffolding work is a licensed occupation with defined competency levels. Scaffold competencies are tiered (Basic, Intermediate, Advanced), each requiring a High Risk Work Licence and formal training. Contractors must match licence levels to the complexity of scaffolding tasks to ensure compliance and safety.

4.6.7.4 Ladders

Ladders are to be rated as a commercial / industrial ladder. No domestic ladders are to be used on site. The following guidelines apply to the general use of ladders:

- Portable ladders to be designed in accordance with AS1892.
- Fixed ladders to be designed in accordance with AS1657.
- When ascending or descending a ladder, a person should face the ladder and have three points of contact with the ladder. The worker should not climb from one ladder to another. Boots should

be cleaned before climbing and the worker is not to stand or work any higher than the tread or rung indicated on the ladder as the highest standing level (as a minimum the top 2 rungs).

- Secure the footing on firm, stable, level surfaces. Where possible a second person should foot step ladders.

Extension ladders are to be secured (tied off or other) and supported at a ratio 4:1.

- The extension ladder is to extend at least 1 metre above the platform to be reached.
- The load limitations of the ladder Safe Work Load (SWL) are to be known and be of an appropriate size for the task. Workers should avoid carrying any items when climbing and the load does not restrict movement or cause a person to overbalance.
- Where personnel are working off a ladder above 2.0 metres (excluding platform ladders and purposes for gaining access) this work is considered to be working at heights. Refer to the Working at Heights Procedure.

The maximum ladder lengths at CS Energy sites are:

- step ladders - 3m
- single ladders - 6.1m
- extension ladders - 7.5m
- extension ladders (for electrical work) - 9.2m

Where a traffic risk exists, barricading and signage is to be erected around the work area to prevent unwanted interaction from other workers or vehicles. A Traffic Management Plan (TMP) may be required.

Specific ladder requirements:

- Conductive material (metal ladders) are not to be used near energised sources.
- Step / platform ladders are required to be fully open with the metal spreader locked before use. A step / platform ladder must be used In sufficient space to allow a fully spread position.
- A single sided stepladder may be used in the closed position by leaning it against a support, however care should be taken to ensure that all the load is carried by the front stiles.

Wooden ladders cannot be painted and should not be used where they are subject to prolonged exposure to high temperatures.

- Only one person is permitted on the ladder at any time.
- Ladder register should be maintained by site and each ladder tagged with a unique identifier.
- Ladders are to be inspected at least every six months and visually inspected prior to use to identify defects e.g. loose steps or rungs, slippery steps or rungs, cracks or splits in steps, loose nails or bolts or other metal parts, damaged or missing ties.

Ladders with defects are to be taken out of service immediately and tagged appropriately. In this scenario the ladder should remain out of service until it is repaired by a competent person or destroyed in such a manner as to render it useless.

Under no circumstances should a temporary repair be made to a ladder. If identified as repairable, any repairs carried out to ladders must not weaken the ladder or alter it from the original design specification.

All mobile ladders are to be stored so as not to contribute to the degradation of the ladder and kept free from dirt and grease.

4.6.8 Hot Work

Hot work is not to be carried out outside a designated hot work area without work authorised by a permit and a hot work control checklist. Hot work includes:

- fire or spark producing activities.
- introduction of a non-certified ignition source into a classified hazardous area
- activities within a hazardous area that have the potential to cause a release of gas in that hazardous area.
- activities within a hazardous area that have the potential to cause a large dense dust cloud in the hazardous area.
- Examples include:
    - welding, grinding, heating, thermal, friction or oxygen cutting.
    - taking / using communication devices, combustion engines, torches, battery, or mains powered tools in a hazardous area.
    - maintenance of a gas pipeline valve on-line that could create an explosive gas atmosphere.
    - Air-arc cutting a liner creating a large dust cloud.

Sources of ignition are understood for hot work tasks, conditions are monitored, and controls are implemented e.g. fire extinguishers. Ventilation requirements may be necessary in the vicinity of hot work activities. Sparks must be contained.

Only intrinsically safe equipment is to be used in hazardous area zones.

If atmospheric testing is required, testing is undertaken utilising calibrated equipment. Monitoring must be continuous unless risk assessed. Monitoring equipment must be bump tested before each use.

Personnel involved in hot work activities have attained applicable training and competency for:

- welding operations.
- atmospheric monitoring.
- hot work permit to work - OIC, PTWO.

Where sparks may have spread or there is a risk of re-ignition to other areas of plant that contains flammable material / substances, fire watch arrangement with an emergency plan must be employed.

Physical barriers around and below hot work activities are installed to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.

Equipment is fit for purpose, inspected and stored upright e.g. flash back arrestors, gas cylinders.

4.6.8.1 Competency and Training

Required Training	Applicable to:
Work Safely at Heights **RIIWHS204D or equivalent**	For any person erecting, altering, or dismantling scaffolds, hoists, or load-shifting equipment at height. Operators using EWP. Supervisors overseeing work at heights activities.
Boom Style Elevated Work Platform (EWP) **WP**	Operator of any boom type EWP
Scaffolding **SB - Basic covers modular or prefabricated scaffolds, fall arrest systems and materials hoists.** **SI - Includes tube and coupler scaffolds, cantilevered scaffolds, barrow ramps, and more complex structures.**	Scaffolding work is a licensed occupation with defined competency levels. Scaffold competencies are tiered (Basic, Intermediate, Advanced), each requiring a High Risk Work Licence and formal training. Contractors must match licence levels to the complexity of scaffolding tasks to ensure compliance and safety.

Required Training	Applicable to:
SA - Covers suspended scaffolds, hung scaffolds, and other highly complex designs	

4.6.8.2 Fire Watch

When performing hot work activities in areas where sparks may spread to other area of plant, fire watch arrangements must be implemented. A risk assessment will determine the level of Fire Watch required:

- For low risk work: intermittent fire watch for 30 minutes after completion of hot works.
- For moderate risk: continuous fire watch for 30-minutes after completion of hot works.
- For high/significant risk: continuous fire watch 60-minute after completion of hot works, followed by intermittent checks / fire monitoring for 3 hours as determined by risk assessment.

4.6.8.3 Cutting and Grinding

- Grinding disks, guards and attachments must be secured and correctly fitted.
- Use the correct guard supplied by the manufacturer and the manufacturer's tightening tool for discs.
- Ensure the disc RPM rating is higher than the grinder's maximum speed.
- Do not use discs past their expiry date (clearly marked by manufacturer).
- Fit the correct spindle flange and lock nut as per the instruction manual; check they are free from wear or damage.
- Inspect the grinding disc, grinder body, and power lead for damage before use; do not use if faulty.
- Do not modify grinders (e.g., removal of guards).
- Keep fingers, hands, and cords clear of grinding discs.
- Allow grinder to run up to speed before cutting or grinding.
- Secure workpieces using clamps or bench vices; do not hold by hand.
- Avoid touching the workpiece immediately after grinding—it may be extremely hot.
- Workers must wear hearing protection and double eye protection.
- Keep the work area clear of flammable substances, rubbish, and slip/trip hazards.

Important Note – Nine-inch grinders may only be used with a completed risk assessment approved by the Site General Manager

4.6.8.4 Welding

Personnel who conduct any activities related to welding must be trained and competent in the tasks applicable to their role. This includes manual metal arc welding, gas tungsten arc welding, and gas metal arc welding.

CS Energy requires the following positions for welding activities:

- welder
- welder officer
- welding supervisor

Welding activities must be approved using S1587 Weld Instruction and S1588 Weld Instruction and NDT Request Form. Approval must consider the welding technique, welding thickness, material to be welded, temperature of weld, whether welding is required for non-destructive testing.

Check the requirements of the SDS for welding rods and wires to identify which gases and fumes are released during welding.

Understanding the materials being welded and the risks associated with these materials must be controlled e.g. vulcanised vessels, lead paint.

If welding is required in a confined space, the Confined Space Procedure must be followed and all appropriate controls implemented.

Planning before a welding task should control the following welding risks:

- airborne contaminants
- radiation risks
- electrical risks
- fire and explosion risks.
- burns and exposure to heat.
- compressed and liquefied gases
- noise generated from welding activities.
- Use designated welding bays with adequate ventilation where possible to remove airborne contaminants (local extraction, natural ventilation, fans).

Ensure equipment maintenance and inspections occur on all ventilation equipment and record findings of inspections.

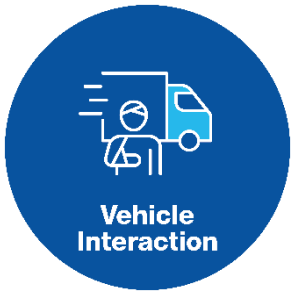
- Check work area is free from rubbish, paper or dust which could be a potential fuel source or product dust explosions. Isolate fuel sources from ignition sources.
- Erect barricading and signage to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.
- If welding takes place in a very hot environment, the welder may need to limit their time and manage their fatigue by having suitable rests and cooling off periods.
- Ensure appropriate PPE is available and correctly used including respiratory protection, flame retardant clothing, gauntlets, face shields, and helmets. PPE must be maintained to ensure its suitability and effectiveness.
- Atmospheric monitoring to measure the amount of welding fume in the welder's breathing zone may be necessary to ensure PPE is working effectively.
- Use flash back arrestors on gas hoses to prevent the flames travelling back and igniting the gas in cylinders.
- Hazard reducing devices are required on welders. This could be in the form of a Voltage Reducing Device (VRD) or hand piece trigger switch.
- VRDs must be provided with a reliable device that indicates that it is operating satisfactorily. Where a lamp is used, it must light when the voltage has been reduced. Operators should follow instructions of the original equipment manufacturer (OEM) and the requirements of AS1674.2 when verifying the performance of the VRD.
- Drain and purge equipment, such as gas hoses, and lock the gas off at the valve when not in use and during breaks.
- Keep and maintain firefighting equipment near welding area.

4.6.8.5 Competency and Training

Required Training	Applicable to:
Trade qualification **Certificate III in Engineering – Fabrication Trade (MEM30319) or equivalent**	For any person involved in fabrication or maintenance work requiring welding.

Required Training	Applicable to:
Pressure equipment welding certification	Welders must hold this certification for work on pipelines or pressure vessels

4.6.9 Vehicle Interaction



A suitable vehicle will be selected before travel and checked before use by completing a pre-start inspection. Defects identified must be rectified before becoming operational.

Traffic management plans must be implemented to ensure the following is identified and controlled: vehicle interactions, speed limits, signage, overhead powerlines, parking arrangements, pedestrian interaction.

Changes in traffic conditions on sites must be communicated to affected workers.

Mobile equipment and light vehicles must be fitted with flashing lights, reversing alarms and seat belts. Where appropriate a serviceable fire extinguisher and first aid kit should be fitted. All light vehicles must be commercially registered.

Earthmoving equipment and tractors must be fitted with Roll Over Protection Structure (ROPS). Falling Object Protective Structures (FOPS) should be considered when there is a risk of falling objects onto earthmoving equipment.

Operators must adhere to speed limits, obey traffic signs, park in designated car parks, give way to pedestrians, maintain three point contact when mounting and dismounting mobile equipment. Mobile phones are not to be used by drivers except hands free applications or if stopped at a safe location.

All persons must be fit for work before operating vehicles, plant, and mobile equipment. All persons are to monitor their own fatigue.

4.6.9.1 Journey Management

The general rules for fatigue management whilst driving are:

- Do NOT drive after being awake for 17 hours.
- Do NOT drive if your work hours exceed 14 hours in a shift. The employee is to be provided with transport for the return journey to their home or a suitable place for sleep.
- Do NOT drive more than 12 hours in a 24 hour day. Drivers are to estimate the time it will take to drive to their destination. Travel time, when in control of a vehicle, prior to the commencement of and after the completion of work must be incorporated into the calculation of fatigue levels to ensure it is managed.

A Journey Management Plan is to be completed before any work travel (excluding normal route to and from work). A journey can be logged by calling National Resource Centre (NRC) on 1800 952 100 before you start a journey or by using the TraXu mobile application. NRC is a 24 hour call centre that provides monitoring services to ensure employees travelling by road have safely checked into their destinations. All travel should be planned and consider the following:

- environmental conditions, weather forecast
- road conditions and / or surfaces, potential delays
- lengthy travel distances
- unfamiliar environment or travel route
- remote areas
- off road driving conditions
- wildlife
- traffic / wide loads

- railway crossings
- unsecured loads, equipment, or luggage.
- Emergency supplies will be considered including water, food, first aid kits, for journeys over 2 hours or when driving in remote areas.

A communication plan must be created for all travel and an allocated check in person nominated. Mobile phone coverage should be checked before the journey commences. All vehicle and mobile equipment drivers must be appropriately trained and competent to drive the type of vehicle they are operating.

Personnel who regularly travel between sites should receive defensive driver training and first aid training.

4.6.10 Chain of Responsibility (CoR)

The aim of CoR is to ensure heavy vehicle safety and that everyone in the supply chain understands their roles and responsibilities. If road transport by heavy vehicles is used by any part of the business the business is part of the CoR. All parties who have control or influence over the transport task are deemed responsible under the Heavy Vehicle National Law (HVNL).

Personnel involved in the CoR	The top risks relating to CoR
• CS Energy management • consignors (those who send freight) • vehicle operators (drivers) • employers (of drivers) • packers • loaders • unloaders • consignees (receivers) • schedulers	• scheduling and transit times • time slot management. • unsafe loading and unloading practices. • not measuring or knowing mass, dimension, and/or load restraint • loads not adequate for truck. • driver fatigue • driver health and fitness for duty • speed • vehicles not fit for purpose, not maintained, inadequate.

CS Energy representative must complete the Loading / Unloading Checklist when a heavy vehicle loads or unloads freight at a CS Energy site. Workers engaged in loading and unloading must ensure a Loading and Unloading Exclusion Zone (LUEZ) is established prior to activities commencing.

4.6.10.1 Competency and Training

Required Training	Applicable to:
Chain of Responsibility Awareness	Level 1 training for all personnel on sites
Ensure the Safety of Transport Activities	Level 2 training for personnel engaged in receiving or sending loads
Load and Unload Goods / Cargo	Level 3 training for personnel engaged in loading and unloading activities
Executive Briefing	Level 4 training for executives to understand their obligations

4.7 Operational Hazards

Operational hazards are identified at each site and form part of the site risk register. The minimum requirements for operational hazards are outlined below. CS Energy personnel must implement the following controls before work commences.

4.7.1 Abrasive Blasting

Abrasive blasting is a high-risk activity that uses compressed air or water to propel abrasive material against a surface for cleaning, finishing, or preparation. Due to the hazards involved, including dust, noise, vibration, flying particles, and potential exposure to hazardous substances, strict controls must be applied. Prior to performing abrasive blasting tasks:

- Prohibited chemicals are not to be used for abrasive blasting tasks.

- Read and understand the corresponding Safety Data Sheet (SDS) for any hazardous substances in use.
- Inspect the work area and ensure equipment is fit for purpose and compliant.
- Perform a Job Safety Environment Analysis (JSEA) and gain approval to complete the abrasive blasting tasks. The risk assessment should identify if surfaces being blasted contain lead.
- Erect barricading and signage to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.
- Ensure the area has adequate ventilation and by products of blasting are contained.
- Ensure adequate Personal Protective Equipment (PPE), noise protection, breathing apparatus is used to protect against exposure.
- Notify other workers in the area and use a safety observer where required.
- Assess the ignition sources in the area and isolate flammable energy sources.
- Ensure all workers performing the task are trained and authorised.
- Air monitoring may be required outside of designated blast cabinets to ensure exposure limits are not exceeded or the appropriate controls are implemented and effective.
- Upon completion of blasting, turn off the air supply and bleed pressure from blasting hoses.
- Transport of substances for external disposal must be via an approved disposal carrier. Regulated waste must be tracked to its final disposal point.

4.7.2 Barricades and Signage

Barricading and signage must be erected around work areas to clearly delineate boundaries and provide safe exclusion zones, protecting workers and vehicles from potential hazards. The need for barricading may be identified through a risk assessment or arise from plant failure, incidents, or defects requiring controlled access.

Where practicable, solid barricading should be installed at least 2 metres away from any unprotected edge to reduce fall risks. The level and type of barricading required must be determined with consideration of:

- location of the barricade (area required for the task and other work activities)
- length of time barricading is required.
- potential for objects to fall from one level to another, drop zones including deflection, dropped objects - toe boards.
- location and proximity of other workers in the area
- emergency response requirements
- barricades must be visible at all times and in all lighting conditions.
- inspections of the barricade must occur (frequency will vary depending on the nature and location of the barricade).

This approach ensures barricading and signage are applied consistently, effectively controlling access and safeguarding workers in line with CS Energy's health and safety standards.

Barricades can only be removed when there is no further need to prevent or control access and the task is complete and the reason for protecting persons and equipment no longer exists. Various methods of barricading exist:

- Soft barricading: use of tape and signage with information on the hazard present and details of the OIC, PICW or erector
    - Warning tape and warning signs (yellow and black): used as a warning and persons should not enter the area unless they understand the hazard specified on the sign. Contact the person who erected the tape or supervisor on shift before entering the area and only do so if necessary to perform work.

- Danger tape and danger signs (red and white): used as a barricade for control of access to a *high risk hazard area* that may present a life threatening risk. Personnel are to contact the OIC of the permit and need to be signed and locked onto permit to enter these areas.

- Solid barricades (mesh barrier panels / fencing / scaffold tubing): used to provide a physical barrier capable of performing a similar function as a permanent handrail. Where solid barricades are used, they must be accompanied with the correct type of signage to communicate the hazards.
- Plastic chain: if soft barricading is required to be installed for an extended period of time, plastic chain should be used as a substitute to plastic tape. Plastic chain is not a substitute for hard barricading.
- Bunting: is used to identify exclusion zones around powerlines or to indicate safe heights of trucks

4.7.3 Excavation and Trenching

Underground services must be positively located and identified prior to excavation using methods such as pot holing, scanning, Dial Before You Dig (DBYD), and review of site drawings or survey plans. Spotters must be present during excavation near underground services, with their primary duty being to activate the rescue plan in the event of an emergency.

4.7.3.1 Safe Work Practices:

- Permit to Work: Digging, excavation, trenching, and spike driving (>100 mm) activities must be authorised by a permit, supported by an excavation, and building penetration control checklist.
- Safe approach distances: Mechanical devices must not be used within identified safe approach distances to underground services.
- Excavations >1.5 m include controls such a boxing, benching, battering, or shoring. Excavations are established and monitored to safely enable access and egress and maintain stability. Physical barriers around excavations are installed to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.
- All heavy machinery / mobile plant / equipment must be stored at least 2 metres from the edge of an excavation. Any debris and spoil are to be kept at least 1 metre from the edge of the excavation or trench.
- Where an excavation has the potential to contain an unsafe atmosphere, controls for Confined Spaces must be implemented.
- Energy sources must be positively isolated for activities involving digging, excavation, or trenching.

Personnel involved in excavation, trenching, and digging work have attained applicable training and competency for:

- earth moving equipment, including excavator, bobcat, dingo.
- digging, excavation and building penetration permit to work - Officer In Charge (OIC), Permit to Work Officer (PTWO).

4.7.4 Building Penetration

Services must be positively located and identified in relation to walls, columns, floors, ceilings, cladding, plant, and cable trays that support or conceal them.

4.7.4.1 Safe Work Practices:

- Permit to Work: All building penetration activities must be authorised by a permit, supported by an excavation, and building penetration control checklist.

- Energy Isolation: Energy sources must be positively isolated before commencing activities in the vicinity of concealed services.
- Asbestos Management: Any damage or penetration of asbestos containing material must be controlled under the Asbestos Management Plan.
- Penetration Controls: All penetrations must be covered when not in use, barricaded, and / or clearly signed with “Do Not Step” to prevent inadvertent access or injury.

4.7.5 Guarding

Guarding provides a physical barrier designed to protect workers by preventing contact with moving or hot parts, screening harmful emissions, minimising noise, and stopping ejected parts or off-cuts from striking personnel. Guarding also prevents unintended activation of operational controls.

No safety guard is to be removed until the operating machinery has been fully stopped and the power supply isolated under a Permit to Work (PTW). Warning devices must be installed on plant to alert personnel of imminent movement, such as conveyor start-up, in accordance with AS4024.1 – Safety of Machinery.

All modifications to guarding on plant and equipment must be managed under the Modification of Plant Procedure to ensure compliance and risk control. A maintenance and inspection schedule for all safeguarding must be established and implemented, with records of inspections and defects maintained to demonstrate ongoing compliance and safe operation.

Guarding must:

- be of solid construction and securely mounted to resist impact or shock.
- make by-passing or disabling of the guard as difficult as is reasonably practicable.
- not create a risk in itself (for example it must not obstruct operator visibility, weaken the plant, cause discomfort to operators or introduce new hazards such as pinch points, rough or sharp edges)
- be of appropriate design and material for the environment (e.g. if exposed to corrosion use corrosion-resistant materials or surface coatings)
- control any risk from potential broken or ejected parts and work pieces.
- allow for servicing, maintenance, and repair to be undertaken with relative ease.
- include controls to prevent contact with the hazard when guarding is removed (for example, interlocks and / or isolation hardware and procedures to prevent plant being restarted with guarding removed).

4.7.6 Housekeeping

Good housekeeping practices must be maintained at all times to prevent injury and ensure a safe, efficient workplace. Poor housekeeping can create hazards such as spills left on floors, items obstructing walkways, damaged flooring or mats, inadequate lighting, and incompatible storage that may increase fire risk.

To achieve a tidy and hazard-free workplace, the following practices must be applied:

- Suitable storage areas: ensure tools, equipment, and materials are stored correctly when not in use.
- Spill management: clean up spills immediately using appropriate processes.
- Cleaning practices: maintain regular cleaning routines across all work areas.
- Maintenance schedules: keep floors, mats, and lighting in good repair.
- Flooring repairs: replace or repair flooring if unsuitable or damaged.

All work areas must remain free from rubbish, and tools/equipment must be returned to designated storage after use. Walkways and work areas must be appropriately illuminated to reduce trip and

collision risks. Where hazards exist due to poor housekeeping and the area cannot be immediately rectified, barricading and signage must be erected to control access until the hazard is removed.

4.7.7 Manual Handling Tasks

Hazardous manual tasks are a common feature of many roles at CS Energy and can present significant risks if not managed effectively. Poorly managed manual handling can lead to musculoskeletal injuries and long-term health impacts. To prevent harm, hazardous manual tasks must be identified, assessed, and controlled through safe work practices, appropriate equipment, and effective supervision. Workers and contractors are expected to actively participate in identifying risks and applying controls, ensuring that manual handling activities are performed safely and in line with CS Energy's health and safety standards.

Risks associated with manual handling may include:

- Handling loads including frequent lifting with the back bent or twisted, or pushing/pulling loads.
- Repetitive work including using the hand or arm repeatedly, or gripping tools/loads tightly.
- Static work of the whole body including working in a fixed position with the back bent, continuous sitting/standing, or prolonged vehicle operation.
- Static work of the upper limbs including working with the neck, shoulders, and arms in a fixed position (e.g., tool use, handling heavy loads)
- Awkward body postures
- High or sudden force or vibration
- Work area design or layout: nature, size, weight, or number of items handled, or environmental factors such as heat or cold.

Risks posed by manual handling tasks must be assessed, with consideration to applicable injury records in partnership with the persons performing tasks:

- using direct observation of work areas, and of the tasks being performed
- using information available in Job Dictionaries.

The site risk register should be consulted to manage manual handling tasks. Tasks involving manual handling risks should be assessed by using a task based risk assessment tool e.g. JSEA.

Hazardous Manual Task training will be provided to workers regularly undertaking manual handling activities.

4.7.8 Personal Protective Equipment

Personal Protective Equipment (PPE) Requirements Legislation and Australian Standards establish the minimum requirements for PPE; however, CS Energy may exceed these standards to achieve best safety practice. The CS-OHS-50 Personal Protective Equipment Procedure defines all PPE requirements for work on CS Energy sites. PPE specified must be worn and correctly used by all employees, contractors, and visitors in accordance with site rules and signage. Compliance is a condition of employment and a condition of entry for contractors and visitors.

Failure to correctly use PPE will result in performance management processes for employees, and contractors or visitors may be removed from site. For unique operations, PPE requirements must be determined through a risk assessment (JSEA) to ensure the most appropriate protection is applied.

Minimum Mandatory PPE Requirements:

- High visibility clothing (day/night): with retro-reflective material, compliant with AS/NZS 4602.1.
- Safety helmet: selected in accordance with AS/NZS 1800 Occupational Protective Helmets.
- Safety boots: lace or zip-up high-top protective toe-capped footwear, compliant with AS 2210 Occupational Protective Footwear – Guide to Selection, Care and Use.

- Safety glasses: compliant with AS/NZS 1337. Mono goggles or enclosed eye protection (e.g., foam-backed) must be carried in coal-fired plants.
- Safety gloves: appropriate to the tasks being undertaken, carried by each person, and worn when manual tasks or personal risk assessments identify the need.
- Any variation to the minimum PPE requirements must be risk assessed and approved by the relevant Site Manager and the Health and Safety team.

4.7.9 Pneumatic Tools and Equipment

All pneumatic equipment and hand tools purchased, hired, or used at CS Energy must comply with the requirements of AS4041 – Pressure Piping.

Whip Sock Requirements:

- Mandatory use: Pressure hose restraints (whip socks) must be fitted to air hose connections where the hose diameter is ≥ 25 mm NB and the operating pressure is ≥ 760 kPa (≥ 110 psi).
- Additional use: Whip socks must also be fitted where there is an identified risk of injury, even if hose diameter or pressure is below these thresholds.
- External whip socks: Must be fastened to a suitable mounting point using shackles or other appropriate fittings. Shackles must be rated to equal or greater strength than the whip sock.
- Internal whip socks: Preference should be given to air hoses fitted with internal whip socks. However, internal fittings do not remove the requirement for external whip socks.
- Ratings: Whip socks must be clearly marked with maximum hose operating pressures.
- Where any doubt exists regarding the suitability of a whip sock mounting point and / or associated shackles, fittings etc., an engineer is to be consulted to ensure suitability / strength ratings.
- Mounting points: Must be positioned near the hose connection point, protected from damage and excess wear.

4.7.10 Registration and Authorisation of Plant

A certificate of registration must be issued for all registered plant (fixed and mobile). Registration is valid for 12 months and must be renewed with Work Health and Safety Queensland (WHSQ) by 31 January. If plant ownership changes, the certificate holder must notify WHSQ that they no longer have management or control of the plant.

A register must be maintained for all registrable plant, documenting certificates, renewal dates, and ownership details.

Registrable Plant Relevant to CS Energy:

- Pressure vessels: pressure equipment (excluding pressure piping) categorised as hazard level A, B, or C under AS4343, except:
  - Gas cylinders
  - LP gas fuel vessels for automotive use
  - Serially produced vessels.
  - Pressure equipment excluded from AS/NZS 1200 (section 4(1))
- Mobile cranes
- Lifts, escalators, and moving walkways.
- Boilers: categorised as hazard level A, B, or C under AS4343

4.7.11 Remote or Isolated Work

Remote or isolated work means work that is isolated from the assistance of other persons because of location, time, and the nature of the work. Supervisors must ensure so far as is reasonably practicable,

that all remote or isolated work situations or tasks are identified, in consultation with workers and risk assessed prior to the commencement.

Planning to undertake remote or isolated work should include:

- the time of the activity to be undertaken e.g. daytime or after dark.
- the method of travel.
- communication methods, radio, phone, call in method.
- the vehicle has been serviced and checked prior to the remote work being undertaken.
- whether the risks of the job can be adequately controlled by one person e.g. are they working:
    - with hazardous substances and / or plant,
    - near or on a roadway,
    - in confined spaces,
    - in excavations.
- environmental factors such as extremes of temperature, fire bans, floods, severe storms, and potential for animal (including reptile and insect) attacks.
- emergency scenarios
- first aid kits, water or other supplies.
- other potential emergencies associated with the environment or activity.
- whether the person is medically fit to work remotely or in isolation.

A communication plan must be in place to positively identify the welfare of the person/s conducting remote activity and traveling for work – a work related Journey. A “journey” for the purposes of this procedure is work related road travel that is covered by the list below. The following travel is classified as a high-risk journey and must be managed through the National Response Centre (NRC), either by phoning in or logging the journey in the Mobile Application.

- Travel between any two CS Energy assets (including to and from Head Office)
- Road travel to attend to any other business matter (including, for example, a conference, training, benchmarking exercise, land access, consultation with vendors etc) over 2 hours.
- Any road travel under 2 hours where the risk is elevated (e.g. if you are unfamiliar with the route, an inexperienced driver like P1 or a lone driver).

Personnel who regularly perform work in remote locations should receive first aid training and 4WD driver training.

4.7.12 Spray Guns, Compressors and Pumps

Hazardous chemicals from spray painting may be inhaled, swallowed, or absorbed through the skin and eyes and should be prevented. Read the corresponding SDS before performing spray painting activities.

All paints are to be mixed and poured in designated areas. Paints are flammable and must be stored away from ignition sources and incompatible materials.

Use designated spray booths, painting areas with adequate ventilation (local extraction, natural ventilation, fans). Ensure equipment maintenance and inspections occur on all ventilation equipment and record findings of inspections.

Where possible, automate the process or use a less hazardous process (e.g. use high volume low pressure (HVLP)) rather than conventional spraying.

Ensure appropriate PPE is available and correctly used, refer to the relevant SDS. Minimum PPE for spray painting includes:

- A Type A-Class P1 (organic gases / vapours and particulate) respirator
- Full length overalls with hood
- Chemical resistant gloves

- Other items as outlined in the SDS.

Erect barricading and signage to prevent unauthorised or inadvertent access by workers or vehicles operating in the vicinity.

Avoid dry sanding unless dust extraction equipment is used. Use wet sanding where practical.

Eliminate ignition sources from hazardous areas and flammable liquids, correctly earth equipment and eliminate short circuits.

Ensure antistatic clean up procedures are adequate i.e. use vacuum cleaner rather than brooms, wet the area before sweeping it and don't use compressed air to blow clean any area.

Emergency stops / guards must be fitted on all spray painting equipment to prevent spills and unwanted release of chemicals.

4.7.13 Smoking

Smoking may only occur in designated areas to eliminate the risk of ignition, fire, explosion, and health effects associated with passive smoke.

Smoking is prohibited within any enclosed place, premise, workplace, building, plant enclosure, or structure, within areas identified as hazardous, near windows or air conditioning intakes.

Signs and smoking receptacles are placed in designated areas to identify the locations where *Smoking is permitted*.

4.7.14 Structural Integrity

Buildings, fixed plant, vehicles, and mobile equipment is designed and installed in accordance with relevant ISO/AS Standards, Codes of Practice and relevant engineering standards. Commissioning documentation is completed for all structures in accordance with engineering specifications.

Structure and plant is operated within design limits and maintenance activities performed on structures, maintains structural integrity. Do not overload grid mesh. Safe Work Loads (SWLs) must be checked.

A regular inspection regime is in place for the identification of maintenance requirements to ensure relevant design criteria and structural integrity is being maintained. Modification to structure and plant undergo approval and risk assessment.

Traffic control is designed to reduce the risk of interaction between vehicles, mobile equipment, and structures.

4.7.15 Working On or Near Water

When operating boats at CS Energy the following must be considered: Safety equipment must comply with the registration requirements of the vessel. If requirements aren't specified, the minimum safety equipment (water safety kits) must contain the following:

- two serviceable oars.
- sufficient Type 1 Personal Flotation Devices (PFD) for all personnel on board.
- fire extinguisher.
- appropriate anchor with 2 m of chain attached to anchor rope.
- bucket and rope.
- bungs available and inserted.
- mirror (if required).

Loading of boats must be maintained within design or registration limits and capacities are not to be exceeded.

Planning to use boats should consider the current condition of the boat, the development of a suitable rescue plan and a review of the log book from previous operations of the boat.

Unpowered boats

- A licence or boat registration is not required for unpowered boats.

4.7.15.1 Working Near Water from Land

When planning to work near dams and waterways a risk assessment must be completed and take into account the risk of falling into water. The risk assessment should consider the use of PFDs, additional safety equipment to be carried and a communication plan if help is required in addition to the normal risks.

4.8 Management of Change

Ensure that both planned and unplanned changes are identified, risk assessed, and managed effectively, preventing complacency and maintaining safe operations.

Key Requirements

- Identify changes: New hazards impacting the outcome of an activity must be identified, especially where multiple work parties are interacting. Any change to the working environment must be addressed as soon as identified. (e.g., wet conditions, poor visibility, simultaneous work activities).
- Risk assessment: All changes must be assessed for potential hazards and risks.
- Implement controls: Additional controls must be applied where required.
- Awareness: The process is designed to increase awareness and ensure all workers consciously think through their tasks before starting work.

4.8.1 Stop Work Authority

- If you believe it is unsafe to continue working, you have the right to stop work.
- Work must be replanned, risk assessed, and additional controls implemented before proceeding.

For any changes impacting the Permit to Work (PTW) system, refer to CS-PTW-SOP-06.

4.9 Element 4 References

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	
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
Multiple Supply Electrical Equipment 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
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

Title	CS Document ID	Trim Reference
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

ELEMENT 5 HEALTH AND WELLBEING

Occupational health issues which may cause illness and disease, include exposure to chemical, physical, biological, and environmental hazards. The intent of the following health considerations is to prevent illness or disease through the management of occupational health issues. The exposure risk profile is used to identify priorities for the control of hazards that pose the highest risk to worker health.

Health surveillance requirements may be required for particular identified health hazard(s).

5.1 Asbestos Containing Materials (ACM)

Chronic exposure to asbestos fibres increases the risk of:

- Progressive fibrotic lung diseases
- Reduced lung function and exercise capacity
- Benign pleural plaques
- Lung and pleural cancers

The National Exposure Standard for asbestos fibres is 0.1 fibre per millilitre of air (f/mL), measured as an 8-hour time-weighted average for all forms of asbestos.

Important Note – There is no safe level of asbestos exposure — this standard is a regulatory limit, not a guarantee of safety. Even exposures below 0.1 f/mL can carry health risks.

Our ultimate goal is for all sites to be free of asbestos-containing materials (ACM).

- ACM may still be present in some buildings and plant systems.
- ACM becomes hazardous if disturbed during renovation, refurbishment, demolition, or maintenance activities.
- Identification and Register
- All ACM must be identified and signed at its location.
- An asbestos register is maintained and made available to all workers.
- The register must be consulted before any refurbishment, maintenance, or demolition work and updated as required.
- Worker Information
- All workers, contractors, and others who may be exposed to ACM must receive full information on:
    - Health consequences of asbestos exposure
    - Appropriate control measures
- Qualified persons conduct ongoing monitoring of in-situ asbestos.
- If asbestos is exposed, it must be enclosed, encapsulated, or sealed immediately.

Removal of asbestos must be done under controlled conditions by licensed asbestos removalists with approval from CS Energy personnel under a site specific Asbestos Removal Control Plan and an asbestos removal control checklist must be completed. Air monitoring is provided if asbestos is removed. Barrier tape and warning tags secured around the perimeter of the task to remove asbestos to prevent unauthorised or inadvertent access by workers.

Disposal of asbestos materials will be controlled, bagged, and disposed off site at an approved facility. Asbestos waste, including contaminated PPE and cleaning materials (e.g. cleaning rags and plastic sheeting used to cover surfaces in the asbestos work area) are to be removed and disposed of into bags and treated as regulated waste.

- Clearance to re-occupy an asbestos work area is determined by a thorough clearance inspection conducted by a competent person. All of the barriers, warning barricade tape and warning signs are to remain in place until the clearance certificate to re-occupy has been granted.
- A clearance certificate is to be provided to CS Energy by the asbestos removal contractor at the completion of the work and monitoring.

5.2 Dust

Exposure to dust can cause significant health effects, including risks from respirable dust, crystalline silica, and inhalable dust. Where excessive dust is suspected in a work environment, a risk assessment must be conducted prior to work commencing.

5.2.1 Current Exposure Standards (8-hour TWA)

- Respirable Dust – 1.5 mg/m³
- Crystalline Silica (Quartz) – 0.05 mg/m³ (Safe Work Australia has proposed lowering this to 0.025 mg/m³)
- Inhalable Dust – 10 mg/m³

5.2.2 Health Risks

- Irritation of eyes, nose, throat
- Dermatitis or skin inflammation
- Sensitisation
- Aggravation of pre-existing lung conditions, with potential permanent lung damage

5.2.3 Physical Risks

- Obscuring of signs and instruments
- Abrasive damage to equipment
- Reduced light emission from fittings.
- Explosion hazards from coal or other dust

5.2.4 Control Measures

Dust suppression must be implemented for tasks generating excessive dust, with the primary aim to limit dust exposure by controlling emissions at the source. Refer to CS-OHS-14 Management of Respirable Dust for further information.

Methods include:

- Housekeeping practices
- Ventilation and extraction
- Personal Protective Equipment
    - Respirators must be correctly fitted, maintained, and stored cleanly.
    - Fit testing is mandatory for all personnel using respirators.
    - Training will be provided on correct selection and use of respiratory protection.

5.2.5 Monitoring and Health Surveillance

- Dust monitoring program will be conducted for individuals and Similar Exposure Groups (SEGs).
- Monitoring also checks the effectiveness of controls.
- Health surveillance includes lung capacity testing at appointment and at intervals based on exposure.
- Results of personal and static monitoring must be shared with affected workers.

5.3 Working in Heat / UV Radiation

Occupational exposure to Ultraviolet (UV) radiation and thermal stress presents significant risks for many Similar Exposure Groups (SEGs).

- UV exposure increases the risk of skin cancers.
- Thermal stress from process-generated sources or ambient summer heat can lead to heat illness and reduced work capacity.

When planning tasks, consider environmental, personal, and task factors. Key controls include:

- Reschedule work to cooler times of the day where possible.
- Schedule rest breaks at appropriate intervals
- Remove heat sources if feasible.
- Install heat shields around hot components.
- Provide cool drinking water.
- Provide shaded areas for rest and recovery.
- Wear appropriate PPE (e.g., dark safety glasses)
- Apply sunscreen and wear a hard hat with a brim.

5.4 Fitness for work

5.4.1 Pre-Commencement Health Assessment

All new workers must complete a pre-commencement health assessment or health declaration (role dependent).

This process verifies applicants are physically fit to perform the inherent duties of their position.

It helps guard against work-related illness or injury after employment begins.

5.4.2 Fatigue Management

CS-OHS-12 Fatigue Management outlines the common policy for the Management of Fatigue, developed collaboratively by employee and management representatives of Tarong Energy, Stanwell Corporation, CS Energy, and State Union Officials.

Fatigue is recognised as an identifiable workplace hazard that can impact health and safety. The most effective control is ensuring workers have adequate opportunity for restorative sleep. Work rosters are the primary tool used to manage fatigue, with breaks and limits designed to provide sufficient recovery time.

This procedure focuses on managing the immediate health and safety risks associated with fatigue-related impairment. Longer-term psychosocial effects of work patterns are outside its scope.

- Each site must periodically review roster systems and monitor / control working hours.
- Reviews include workers required to respond to emergency call-outs.
- Fatigue training will be provided for employees and leaders.
- Consideration must be given to sleep cycles, including commuting impacts.
- Workers must report to supervisors if fitness for work is compromised (e.g., fatigue, medication)
- Supervisors can record assessments using S1886 Fatigue – Observation Record and Fatigue Assessment (which is also available on the INSIGHT App.

5.4.3 Alcohol and Other Drugs

CS Energy conducts onsite testing to ensure a safe workplace. Testing may occur randomly, with cause, after an incident, on reasonable suspicion, prior to returning to work after a positive result, or during pre-employment health assessments.

5.4.3.1 Alcohol Testing (BrAC)

Conducted using a calibrated breathalyser.

A person will be treated as having a BrAC result if they:

- Record greater than 0.00.
- Refuse testing.
- Leave the workplace to avoid testing.

Employees have the right to self-test prior to site entry.

5.4.3.2 Drug testing

Conducted via saliva specimen analysis for:

- Amphetamine-type substances
- Cannabinoids
- Cocaine and metabolites
- Opiates; and
- Oxycodone.

A person is treated as having a Non-negative result if they:

- Record a reading for any listed drug class.
- Refuse to participate.
- Leave the workplace to avoid testing.

All collection and transportation procedures will be in accordance with relevant Australian Standards to ensure accuracy, integrity, and fairness in testing. Non-negative results will be managed in accordance with CS-OHS-42 Managing Alcohol and Other Drugs

5.5 Legionella

Legionella bacteria can be present in water systems, soils, and other media, posing a risk of Legionellosis to susceptible individuals. Infection occurs through inhalation of tiny airborne droplets (<10 µm) containing the bacteria.

The likelihood of developing Legionellosis increases with:

- Poor health
- Immuno-compromised individuals
- Smoking
- Age
- Concentration of bacteria in the air and duration of exposure

Legionella bacteria may be found in:

- Cooling towers and cooling ponds
- Service water systems.
- Wastewater collection ponds
- Stormwater dams
- Air conditioners

These areas are closely monitored and subjected to a chemical treatment program based on risk.

- Monthly monitoring of Legionella bacteria is undertaken.
- Test results should be used as a guide only, as bacteria populations can increase rapidly.

- Laboratory testing typically takes 10–14 days, meaning actual levels may differ from reported values.

Positive results must be investigated and appropriate controls implemented immediately.

- Permanent warning signs are installed in known Legionella risk areas.
- Temporary signs may be placed during confirmed outbreaks.
- Workers in the immediate vicinity of risk areas are recommended to wear a P2 respiratory mask.

5.6 Noise

Exposure to noise is a significant risk for many personnel across CS Energy. Noise levels vary depending on the task, but plant processes and equipment often generate exposures that exceed safe limits without controls.

5.6.1 Noise Exposure Limits

- 85 dB(A) LAeq over 8 hours
- 140 dB(C) LC impulse or peak sound pressure

5.6.2 Noise Hierarchy of Control

Wherever reasonably practicable, noise levels will be reduced by engineering means to acceptable exposure levels.

Where this is not possible, duration of exposure to the noise source will be restricted. As a final option, the wearing of personal hearing protectors may be necessary.

You should choose the level of hearing protection suitable for the sound level threshold of the task being performed.

Stores stock Class 3 - 5 hearing protection (Class 5 being the highest level of protection).

- Areas with excessive noise must be identified with warning signage.
- Mandatory use of hearing protection in designated noise hazard areas.
- Noise maps are used to indicate workplace risks.

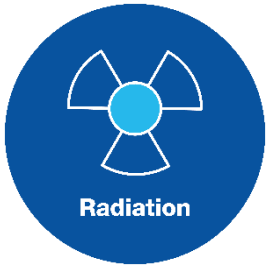
5.6.3 Monitoring and Health Surveillance

- A regular noise monitoring program is conducted for individuals and Similar Exposure Groups (SEGs).
- Monitoring also evaluates the effectiveness of controls.
- Health surveillance is required for identified workers:
  - An initial audiogram is undertaken as part of your onboarding pre-commencement health assessment.
  - Follow-up audiograms are scheduled every two year determined by exposure.
- Results of personal and static noise monitoring are shared with affected workers.

5.7 Radiation (Ionising)

Radiation energy is released by unstable (radioactive) atoms. At CS Energy, radiation risks exist in activities such as:

- Fixed gauges used to measure density
- Welding Non-Destructive Testing (NDT) performed by contractors to assess weld quality
- Safe Work Practices



- Radiation doses must be measured and recorded.
- Do not commence work near radiation gauges without contacting the Radiation Safety Officer (RSO).
- All workers must observe Radiation Warning Signs.

5.7.1 Minimising Radiation Exposure

Radiation exposure must be kept to so far as reasonably practicable (SFARP) by controlling:

- Time – reduce time spent near radiation sources.
- Distance – radiation intensity decreases with the square of the distance from the source.
- Shielding – lead shielding is built into gauges to reduce radiation intensity.
- Radiation Safety and Protection Plan (RSPP)

Under the Radiation Safety Act 1999, CS Energy must maintain a Radiation Safety and Protection Plan (RSPP) - these are reviewed and updated on a regular basis to ensure:

- radiation doses remain below prescribed limits.
- the number of people exposed, and the likelihood of exposure is minimised.

Outlines obligations of the Possession Licensee and the Radiation Safety Officer (RSO)

5.7.2 Roles and Responsibilities

- **Possession Licensee**
  - holds the radiation license and statutory obligations for CS Energy
  - Must comply with all requirements to maintain the license.
- Radiation Safety Officer (RSO)
  - The RSO must be formally trained and certified by the State Government.
  - Managing radiation safety on site
  - Acquiring, supplying, and relocating radioactive substances per the RSPP
  - Ensuring gauges, premises, and stores comply with safety standards.
  - Providing or arranging radiation safety training
  - Advising the Possession Licensee and employees on radiation safety matters
  - Conducting statutory gauge checks
  - Ensuring site compliance with the RSPP
  - Approving transport of radiation sources on site
  - Isolating radiation gauges when necessary
  - Leading emergency response: evacuating and barricading areas if radioactive material is involved.

5.7.3 Emergency Response

In the event of an emergency near radioactive material:

- Contact the RSO immediately.
- Follow directions to evacuate and barricade the area.

5.8 Hexavalent Chromium (Chromium VI)

Hexavalent Chromium (Chromium VI) can be produced as a residue when antiseize compounds are applied to turbine components exposed to extreme temperatures. This substance is hazardous and requires strict controls to protect worker health and safety.

When handling, cleaning, or working on components that may contain Chromium VI residue, the following controls must be implemented:

- air testing to monitor potential exposure.
- ventilation to reduce airborne concentrations.
- wet cleaning methods to prevent dust release.
- high efficiency particulate filter vacuum removal
- personal protective equipment (P2 particulate half face filtering face piece may be required).

Ensure personal hygiene practices (e.g. no eating, drinking, smoking in work areas).

Avoid contact with skin, eyes and adequate washing of hands and exposed skin.

If parts are to be moved or transported, precautions must be taken to prevent contact with or release of the residue.

5.9 Synthetic Mineral Fibre (SMF)

Synthetic Mineral Fibres (SMFs) are widely used in industrial applications but can pose health risks if fibres are released into the air and inhaled. To protect workers, SMFs must be supplied and handled in ways that minimise fibre release, with clear labelling and Safety Data Sheets (SDSs) provided.

Safe work practices, appropriate personal protective equipment (PPE), and strict hygiene measures are essential to prevent exposure and maintain a safe workplace.

- Packaged SMF is to be supplied and packaged in a form that minimises release of fibres and is clearly labelled. SDSs are to be provided with the supply of SMFs.

5.9.1 Prohibited Work Practices

- using a power tool to clean an SMF product
- using a high pressure water process to clean an SMF product or to clean up debris from an SMF product
- using compressed air to clean an SMF product or a surface
- working in areas where debris from an SMF product is present without appropriate controls.

Workers working with SMFs wear personal protective equipment appropriate for the work being performed, a P2 particulate respirator and disposable coveralls.

5.10 Electric and Magnetic Fields (EMF)

Electrical energy involves voltage, which is the pressure behind the flow of electricity and produces an electric field. Whenever an electric charge moves, a magnetic field is created proportional to the current — the higher the current, the stronger the magnetic field.

Examples of potential EMF exposure at CS Energy includes:

- generator circuit breakers
- busbars
- powerlines
- substations/switchyards
- large electric motors

In general, electrical, and magnetic fields from electricity assets are well below the Occupational Exposure Levels. Exceptions could include specific activities requiring access to the above areas.

Distance and time are key factors: the further away and the less time spent in high-EMF areas, the lower the exposure.

5.10.1 Controls to Minimise Exposure

- separation of workers from EMF sources
- rotation of duties to limit exposure duration
- shielding to reduce field intensity
- design risk assessments to identify EMF hazards.
- signage and barricading in high EMF areas

Important Note – Workers with pacemakers or other medical electronic equipment should follow signage to access areas with higher level EMF.

5.11 Workplace Measuring and Monitoring

Hygiene risks are to be understood at all sites to ensure exposure assessments are appropriately prioritised and workers exposed to a hygiene risk are appropriately monitored.

5.11.1 Hygiene Risk Assessment

A hygiene risk assessment is completed for all sites. The assessment identifies:

- Exposure profile (Occupational Exposure Level OEL),
- Who is affected (Similar Exposure Groups SEG)
- Extent of exposure

Reviews of this process must be scheduled and completed to ensure currency of the system.

5.11.2 Health Surveillance

Based on the findings of the hygiene risk assessments, a hygiene monitoring program is developed to ensure occupational exposure levels are not exceeded.

- If significant potential for exposure is identified, health surveillance may be required.
- Any exceedance of relevant occupational exposure limits must be:
  - Investigated
  - Referred to the nominated Occupational Physician for advice if required.

The outcome of any hygiene exposure assessment monitoring must be communicated to those affected.

5.12 Psychosocial Risk and Hazard Management

CS Energy, under the Work Health and Safety Act 2011, has a legal duty to prevent and manage psychosocial risks by identifying, eliminating, or minimising them so far as reasonably practicable.

Guided by CS-OHS-81 *Mentally Healthy Workplace* and the *Managing the Risk of Psychosocial Hazards at Work Code of Practice*, the organisation is committed to embedding health and wellness across all operations. The procedure aims to equip workers and leaders with the knowledge and tools to promote mental health, reduce work-related risk factors, and actively prevent mental illness and injury, supporting both wellbeing and continual workforce development.

Employees have a duty to:

- Take reasonable care for their own health and safety.
- Ensure the health and safety of others is not put at risk by their actions or omissions.
- Cooperate with CS Energy in relation to any reasonable action taken to comply with the Act.

5.12.1 Mental Health Hazards

A mental health hazard exists when a worker's capacity to cope is exceeded by the demands placed on them by psychological stressors.

In the workplace, psychosocial hazards may arise from the design or management of work and can increase the risk of psychological or physical harm. These hazards may occur in isolation but often appear in combination.

- Psychological harm may include:
  - Anxiety
  - Depression
  - Post-traumatic stress.
  - Sleep disorders
- Physical harm may include:
  - Musculoskeletal injuries
  - Chronic disease
  - Fatigue-related injuries

5.12.2 Characteristics of a Mentally Healthy Workplace

A mentally healthy workplace is one that:

- Promotes workplace practices that support positive mental health.
- Eliminates and minimises risks through identification and assessment of psychosocial hazards.
- Builds knowledge, skills, and capabilities of workers to be resilient and thrive at work.
- Is free of stigma and discrimination.
- Supports the recovery of workers returning after a physical or psychological injury.

5.12.3 Support Programs

5.12.3.1 Mates in Energy

Mates in Energy (MIE) is a workplace initiative designed to strengthen mental health and wellbeing across the energy industry. Built on the principles of peer support, MIE empowers workers to:

- Look out for one another.
- Recognise signs of stress or mental health challenges.
- Connect colleagues with appropriate help when needed.

By fostering a culture of care, trust, and open communication, MIE contributes to safer, healthier, and more resilient workplaces where employees feel supported both on and off the job.

At CS Energy, we actively support this initiative by providing access to:

- General Awareness Training (GAT): suicide prevention awareness for all workers
- Connector training: equipping employees to provide peer support and link colleagues to help.
- ASIST training – Applied Suicide Intervention Skills Training for employees who take on advanced support roles.

5.12.3.2 Employee Assistance Program

All employees have access to free, confidential counselling through CS Energy's provider, Assure Programs.

- Assure counsellors regularly visit CS Energy sites.

- Employees can book an appointment or access counselling over the phone by calling Assure Programs on 1800 808 374 (24 hours, free call).
- Assure also provides the Wellbeing Gateway App, giving employees access to a wide range of health and wellbeing resources on their phone, available 24/7.

CS Energy leaders can access the Manager Support Program for confidential and timely advice:

- Support is provided by senior psychologists via telephone.
- Managers can contact the program on 1800 505 015 (free call).

5.12.3.3 Mental Health First Aid

Mental Health First Aiders (MHFA) are trained employees who provide immediate support to colleagues experiencing mental health challenges in the workplace. Just as physical first aiders respond to injuries, MHFA respond to signs of psychological distress by offering reassurance, guiding individuals towards appropriate professional help, and promoting a supportive environment. Their role is to reduce stigma, encourage early intervention, and strengthen CS Energy's commitment to a mentally healthy and safe workplace. Mental Health First Aiders are trained to:

- recognise the signs and symptoms of common and disabling mental health problems in adults,
- provide initial help,
- provide information on where and how to get professional help and what sort of help has been shown by research to be effective,
- provide first aid in a crisis situation, until appropriate professional help is received, or the crisis resolves.

5.13 Workplace Rehabilitation and Compensation

CS Energy is committed to ensuring that employees who are ill or injured are supported to return to meaningful work as quickly and safely as possible. Access to this procedure is not limited to work-related illness or injury; however, CS Energy retains discretion in providing access for non-work related cases, applying principles of fairness, equity, and reasonableness.

The aim of the Workplace Rehabilitation and Workcover Claims Procedure is to:

- Provide a structured process to support the early return to meaningful work for employees with illness or injury.
- Ensure the Site Rehabilitation and Return to Work Coordinator role is adequately resourced.
- Maintain confidentiality of employee information at all times.

5.13.1 Quick Overview of the Process

- Notify injury or illness: Employee reports the incident or condition promptly - early reporting and communication is essential.
- Speak to a Return to Work (RTW) Coordinator: Coordinator provides guidance and initiates the rehabilitation process, in conjunction with direct supervisor.
- Develop a health management or medication management plan tailored to the employee's needs, in consultation with medical professionals.
- Work through the rehabilitation process. This may include a gradual return to duties, restrictions in hours or workplace adjustments as required, depending on individual circumstances.
- Return to full duties – Employee resumes normal work once medically cleared and capable.

For further information refer to CS-OHS-04 Workplace Rehabilitation and WorkCover Claims procedure.

5.14 Element 5 References

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-OHS-65	B/D/13/22037
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
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

RECORDS MANAGEMENT

In order to maintain continual improvement, suitability, safety and effectiveness of the organisation, registered documents will be reviewed on a two-yearly basis or at intervals specified by legislative or regulatory requirements. Review of registered documents should occur where it has been identified that there are changes in technology, legislation, standards, regulation or where experience identifies the need for alteration to the content. Registered documents should also be reviewed following an incident, change management process, modification or where directed as part of a risk assessment process. A ‘review’ can simply mean that it has been identified, confirmed, and appropriately recorded that no changes are required and that the existing process remains the same.

Government Owned Corporations must ensure that records are retained according to accountability, legal, administrative, financial, commercial, and operational requirements, and expectations. In compliance with records retention and disposal, all documentation created in relation to business must be retained in line with minimum retention periods as detailed in legal retention and disposal schedules.