



# Health, Safety, Environment & Security MANAGEMENT PLAN

RES Division Conducting Works:	Rusca Environmental Services		
RES Division Role:	<input checked="" type="checkbox"/> Principal Contractor		
If Subcontract, Specify PC:		ABN:	86 612 642 458

## PLAN APPROVAL

Completion of this section indicates acceptance of the content and approval to proceed with use as specified. ALL fields shall be completed prior to commencing works. ALL HSES re-issues shall be re-approved with superseded versions marked as such and retained in Skytrust Achieve. Scanned copies along with the source electronic version shall be retained in RES Management files.

Plan Revision:	C	Issue :	3	Date of Issue:	20/06/2023
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	COMPANY	NAME	DATE	SIGNATURE
RES General Manager	Rusca Environmental Services	Andrew Farrell	20/06/2023	
Group HSEQ Manager	Rusca Environmental Services	Todd Burchell	20/06/2023	

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## Distribution and Revision

All copies of this HSES Management Plan shall be distributed in accordance with the distribution table below, by the HSEQ Manager (RES) in accordance with Section 3.0.

Distribution	Copy No
HSEQ Manager	Original
RES General Manager	1
RES Operations Manager (Darwin)	2
RES Directors	3
Contract Holder	4
Contract Owner	5
HSSE (HSEQ Advisor) Contract Manager	6

Revision History					
Rev	Date	Originator	Reviewer	Approver	Client Approval
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## 1. Purpose and Scope

The purpose of Health Safety Environment and Security Management Plan (HSESMP) is to describe the process that will be implemented by RUSCA Environmental Solutions (RES) to effectively manage HSES related risks and to achieve the shared RES and our Clients goals of safe and incident free operations.

### 1.1 Management Plan Overview

This HSESMP has been prepared based on the Scope of Work undertaken by RES and its contractors.

The HSESMP serves as a 'road map' to identify existing procedures with HSES implications and outline the manner whereby RES manages potential risks, impacts and aspects associated with all Contract activities.

The intent of this HSESMP to provide RES and Client personnel with information and guidance for operations which reflect current best HSES practices and assist end users to move progressively towards best practice in HSES management.

The HSESMP shall provide for evaluation of performance against defined criteria:

ISO 9001, ISO 14001 and AS 45001 and for the process of continuous improvement

### 1.2 Scope of Works

This Health Safety Environment and Security Management Plan (HSESMP) applies to:

<b>Contract:</b>	SCOPE
<b>Company:</b>	CLIENT
<b>Location:</b>	Darwin, Northern Territory
<b>Contract No.:</b>	TBC

Includes all contracted services relating to the management of waste generated, including but not limited to:

- Waste Disposal.
- Transport services (Subcontracted)
- Cargo Carrying Units (CCU)

Rusca Environmental Solutions (RES) has in place an integrated management system consisting of Health Safety Environmental and Quality Management System, which is continuously reviewed and adequately addresses all HSES and technical requirements. Where there is any contradiction between this HSESMP and the Contract, then preference will be given to Contract.

### 1.3 Definitions/ Abbreviations

<b>ALARP</b>	As Low as Reasonably Practicable
<b>Audit</b>	Verification that activities are being carried out in accordance with specified requirements
<b>Company</b>	<b>The client RES provides services to</b>
<b>Contract</b>	Contract between RES and the client.
<b>Contractor</b>	Organisation, including subcontractors, that provides products and/or services to RES.
<b>Crisis</b>	Any emergency in which resources beyond those in the Emergency Management Plan of the business; Any kidnap or hostage emergency situation;  Any emergency requiring the involvement of more than one business division, therefore requiring additional support to manage multiple demands and provide strategic direction to the RES Group; and  Any emergency with potential implications to shareholder value, corporate image and reputation and has the capacity to attract widespread media and/or community interest.
<b>DFMP</b>	Driver Fatigue Management Plan
<b>Fitness for Work</b>	An individual is fit for work when that individual is in a state (physically and psychologically) that enables the individual to perform assigned tasks competently and, in a manner, which does not compromise or place their own health or safety or the health and safety of others at risk.
<b>Emergency</b>	Incident with the potential to be outside the range of normal operations and requires actions beyond normal everyday actions to contain or control it; poses a threat to personnel, the environment or property; and, is generally unforeseen.
<b>ERP</b>	Emergency Response Plan
<b>HSEQ</b>	Health, Safety, Environment, Quality
<b>HSES</b>	Health, Safety, Environment and Security
<b>Incident</b>	Any event, which has the potential to impact on workers, neighbours, the environment or to the business.
<b>KPI</b>	Key Performance Indicator
<b>LSR</b>	Life Saving Rules
<b>OOS</b>	Out of Service
<b>PIN</b>	Provisional Incident Notification
<b>PPE</b>	Personal Protective Equipment
<b>RES</b>	Rusca Environmental Solutions
<b>RTO</b>	Registered Training Organisation
<b>RG</b>	Rusca Group
<b>SDS</b>	Safety Data Sheet, (formerly MSDS)
<b>SWMS</b>	A Safe Work Method Statement (SWMS) is a document that outlines the high-risk construction work activities to be carried out at a workplace, the hazards that may arise from these activities, and the measures to put in place to control the risks. SWMS are required for high risk construction work activities, as defined in the WHS Regulations.

<b>Subcontractor</b>	Subcontracting group who are contracting to RES
<b>HSESMP</b>	Health Safety Environment and Security Management Plan
<b>Work</b>	The scope of work, supply of services and work organised and managed by RES

## 1.4 HSE Policy

### HEALTH AND SAFETY POLICY

Rusca group are located in the Northern Territory, we are committed to ensuring a safe work place for their workers, contractors and visitors at all times. It is our policy to promote a healthy workplace and to create and maintain a safe working environment, caring for our people and the community in which we operate

#### OUR COMMITMENT IS TO:

- Keeping safety in the forefront of our daily activities
- Develop and maintain a positive safety culture
- Commitment to fulfill legal requirements and other requirements.
- Establish and maintain a Health and Safety Management System
- Communication and inclusion of all Workers and subcontractors in workplace safety
- Inclusion and reporting of investigation processes and outcomes
- Provision for all employees to understand their roles and responsibilities
- Commitment to eliminate hazards and reduce OH&S risks in the work place
- Commitment to continual improvement of the OH&S management system
- Provide a framework for setting OHS objectives and targets to minimize work-related injury and illness
- Facilitating senior management or delegated authority to annually review this Policy
- Commit to consultation and participation of workers, and where they exist.

All workers are responsible for the communication, and implementation of this policy and are accountable to the Managing Director and General Manager for the achievement of outcomes in accordance with this policy

**Managing Director**  
Robert Rusca

Date: 07/09/2022



## 2. Safety Culture Alignment

### 2.1 Goal Zero

Rusca Environmental Solutions will ensure a vision of Goal Zero is the commitment of each individual working on a project to the goal of No Harm to People and No Leak to the Environment.

Rusca Environmental Solutions will ensure that their personnel will embrace the Leadership Framework and this will ensure The Client will be the best at delivering safe and efficient production every day. This includes how RES workers are:

- Recruited to ensure they have the attributes that display strong leadership principles;
- On-boarded by RES to ensure that the policies and commitments of RES will be embraced.

The Leadership framework will be addressed at meetings held by the RES group and discussed to ensure understanding by the RES workers and Management.



## 2.2 Life-Saving Rule Commitment



Bypassing Safety Controls



Confined Space



Driving



Working at Height



Energy Isolation



Work Authorisation



Hot Work



Safe Mechanical Lifting



Line of Fire

Rusca Environmental Solutions will support a strong safety culture and a safe and mindful workplace by modeling the IOGP Life Saving Rules. This will not only include Rewards and Recognition but Fair Event Handling if a breach of any of the LSR occurs.

## 2.3 Reward and Recognition

Good HSES performance and continual improvement is critical to the success of Goal Zero. To achieve this target and behaviors, a Rewards and Recognition program is in place to identify personnel from the RES team and Company rep who have displayed or engaged in positive HSES behaviors please see below. This is determined by their peers but also supervisor and senior personnel on-board DLNG

RES are only a small group and we encourage our workers and management to embrace Goal Zero application and principles. Reward and recognition program is as follows:

We will ensure that our workers are encouraged and congratulated for their behaviors in the following ways:

- Identify positive behaviors and congratulate these workers at Pre-Start Meetings
- Provide luncheons and BBQs on a 6 monthly basis as identified by the General Manager to network and discuss as a toolbox meeting.
- Where warranted through performance evaluations and customer feedback, team members may also be eligible for gift cards at the discretion of the General Manager.

## 3. Leadership and Commitment

The Contractor Managers and leaders are committed to ensuring that they are engaged with the workforce and always have an open-door policy

General Manager and Operations Manager attend all the following:

- Prestart meetings daily.
- Monthly toolbox meetings.
- Conduct weekly inspections and engage with workers.

## 4. Chain Of Responsibility

Under the Heavy Vehicle National Law (HVNL), everyone in the supply chain has an obligation to ensure breaches of road transport laws do not occur. Duty holders need to make sure that their action or inaction does not contribute to or encourage breaches of the HVNL. If a party's actions, inactions or demands cause or contribute to an offence, they can be held legally accountable.

RES are committed to ensuring systems are in place and adequately resourced to manage Safety, Health and all other requirements of the HVNL to prevent any breaches of the HVNL.

RES is committed to providing a safe and efficient workplace and as such will ensure through regular training and revision that all personnel, (including drivers, loaders and dispatchers) are aware of the company commitment to road safety, and the company Code of Conduct. This will include training in:

- |                                    |  |
|------------------------------------|--|
| - What is Chain of Responsibility? | - IVMS, (In Vehicle Management System) |
| - Speed Management                 | - Maintenance of Plant and Equipment   |
| - Fatigue Management               | - Dangerous Goods Handling             |

- Perceived Pressure
- Load Limits
- Roles and Responsibilities under COR
- Load Restraint

Drivers will be updated on the IVMS reporting statistics for the month at the regular toolbox meeting, which will also be attended by Clients, subcontractors and senior management.

All Parties will be reminded that it is their responsibility to do everything they can to make RES transport work actions safe – this is their *primary duty*.

We must: manage the risks and hazards that arise from RES transport activities. This law is very similar to the obligations that RES has under work health and safety laws.

You must:

- identify the risks involved in transport activities
- assess those risks
- eliminate those risks, or if they can't be completely eliminated, minimise them as much as possible.

You must not: take any actions that could influence drivers and others to speed or breach the HVNL, this could include:

- direct requests or terms in a contract
- financial penalties or rewards
- preferential treatment
- any other words or actions that might cause or encourage another CoR party, or a driver, to bend the rules.

Ref: National Heavy Vehicle Regulator – [WWW.nhvr.gov.au](http://WWW.nhvr.gov.au)

You are a party in the CoR when you perform any of the following 10 functions:

1. employ a heavy vehicle driver (employer)
2. engage someone to drive a heavy vehicle under a contract for services (prime contractor)
3. direct the control and use of a heavy vehicle (operator)
4. schedule the transport of goods and passengers in a heavy vehicle, or schedule a driver's work and rest hours (scheduler)
5. consign goods for transport by a heavy vehicle (consignor)
6. receive goods delivered by a heavy vehicle (consignee)
7. pack or assemble goods for transport in a heavy vehicle (packer)
8. manage premises where five or more heavy vehicles are loaded or unloaded each day (loading manager)
9. load a heavy vehicle (loader)
10. unload a heavy vehicle (unloader)

## 5. Communication

Communication and consultation arrangements for environmental, health and safety performance on the site shall be via:

- The Site-Specific Induction and Record– Using – Site Specific Induction Form.
- Prestart meetings – recorded on I-Auditor platform and RES Project Daily Attendance Record.
- Senior Management visits to site - recorded on Project Daily Attendance Record and the Site Visit Program located on the Store.
- Toolbox Meetings - recorded on– Toolbox Meeting Training Form.
- Work Activity Briefings - Work Activity Briefing.
- Regular review of SWMS and procedures ensuring workers are consulted in the implementation of the safety management system, and updated on the progress of actions from previous meetings.
- Internal scheduled system audits.
- Project specific audits.

Rusca Environmental Solutions shall communicate the requirements and importance of the Company Life Saving Rules during induction and throughout the project during meetings and toolbox sessions. They will ensure workers attend Company training days and communicate any information that may be valuable to the enrichment of the process.

## 6. Subcontractor Management

This Subcontractor Management Plan outlines the relationship between Rusca Environmental Solutions (RES) and its Subcontractors, in connection with The Client Waste Management Services Contract (the Contract) and the methods by which RES, as the Prime Contractor, will assure the production of quality deliverables from each of its subcontractors, and the development of long-term business relationships between the companies.

The following characteristics are critical for the successful implementation of the contract:

- Subcontractors have a clear and unambiguous Subcontract Agreement established that includes a Statement of Work.
- The efforts of all subcontractors are integrated into a cohesive project plan with all subcontractors understanding where their efforts fit into the overall picture.
- Formal and informal interfaces between the RES and the subcontractors are documented.
- Before starting specific work, the subcontractors are granted authorization to proceed.
- Regular review and audit practice to maintain quality in alignment with prequalification baselines.

### 6.1 Prequalification

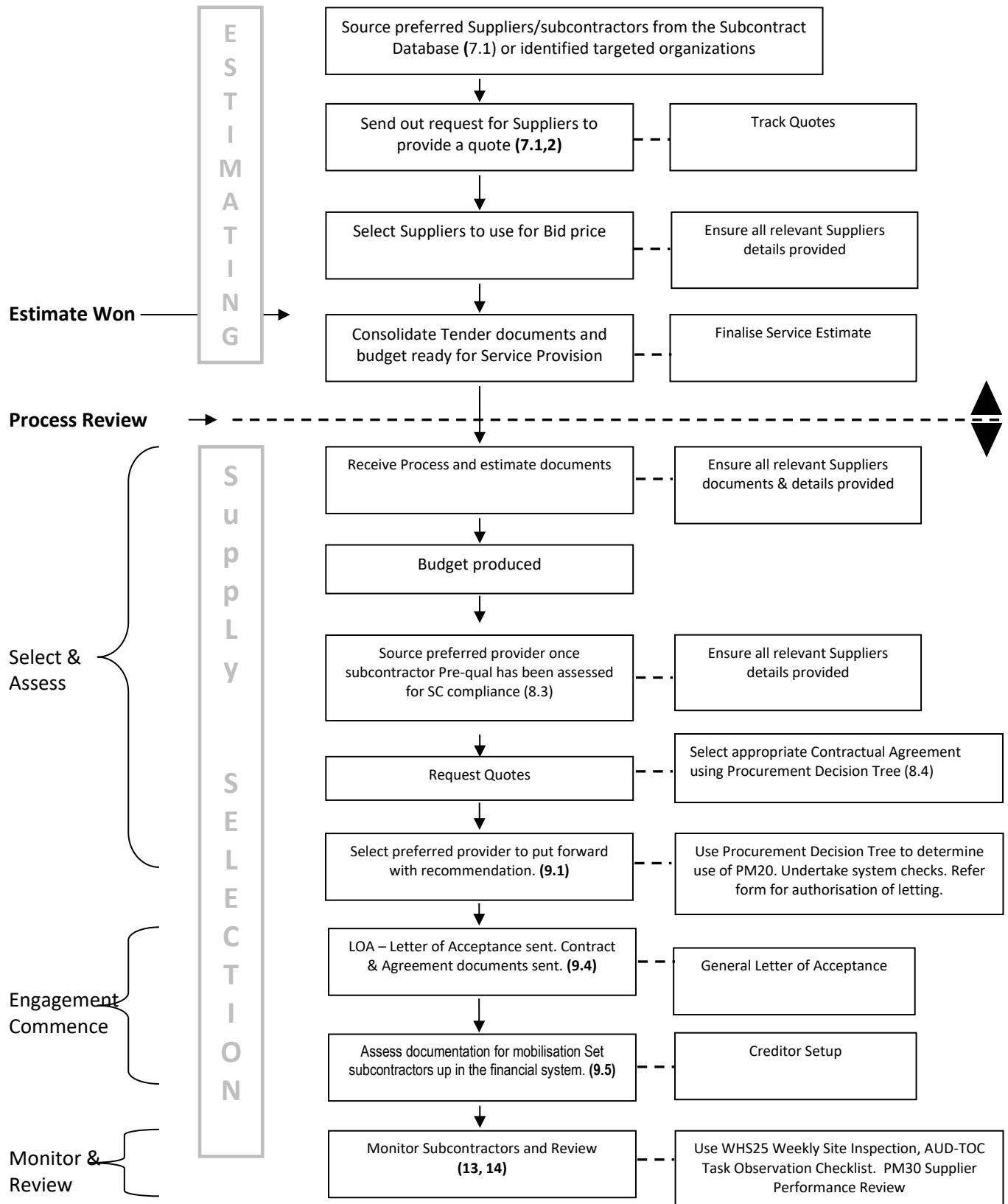
The prequalification of Subcontractors is to establish a baseline for evaluation and selection and to assist in the development of subcontractor's capacity while ensuring that RES subcontractors meet minimum health, safety, and environmental compliance requirements in accordance with RES and Client solutions for waste and recycling.

Subcontractors will ensure that they have completed the following:

- Subcontractor Checklist
- Supply of all workers qualifications and licenses
- Supply of all documents related to their tasks under the contract
- Supply of all insurances



## 6.2 Subcontractor Pre-Qualification Process



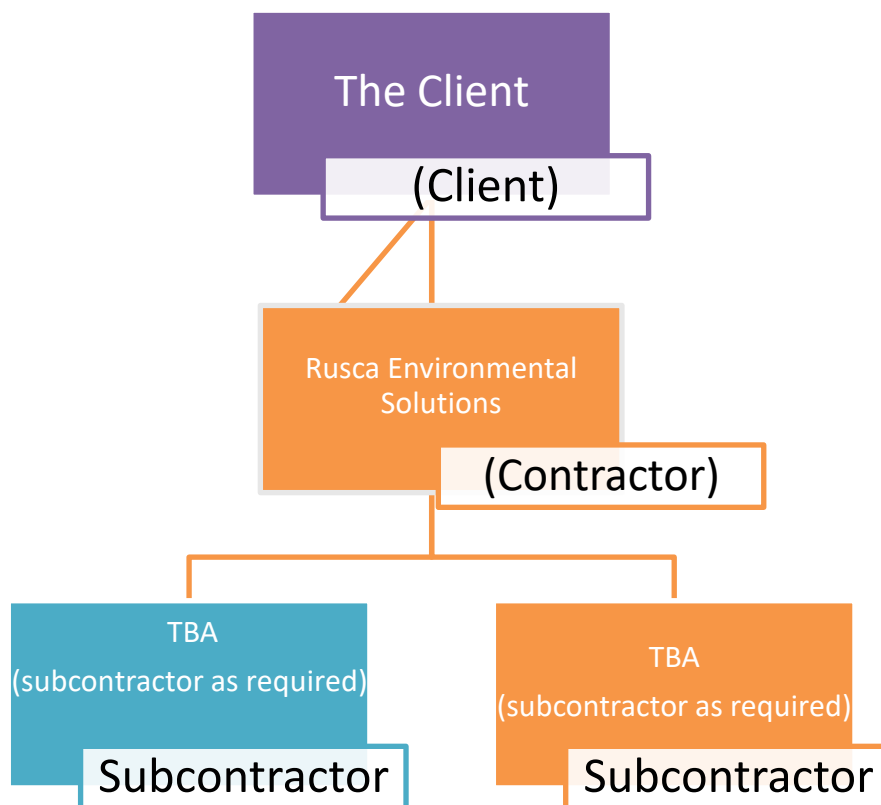
## 7. Organization and Responsibilities

### 7.1 Organizational Chart

The structure of the organization for HSEQ Management used within RES is twofold. It consists of a supporting branch and an implementing branch. The structure provides a direct line of communication throughout the organization.

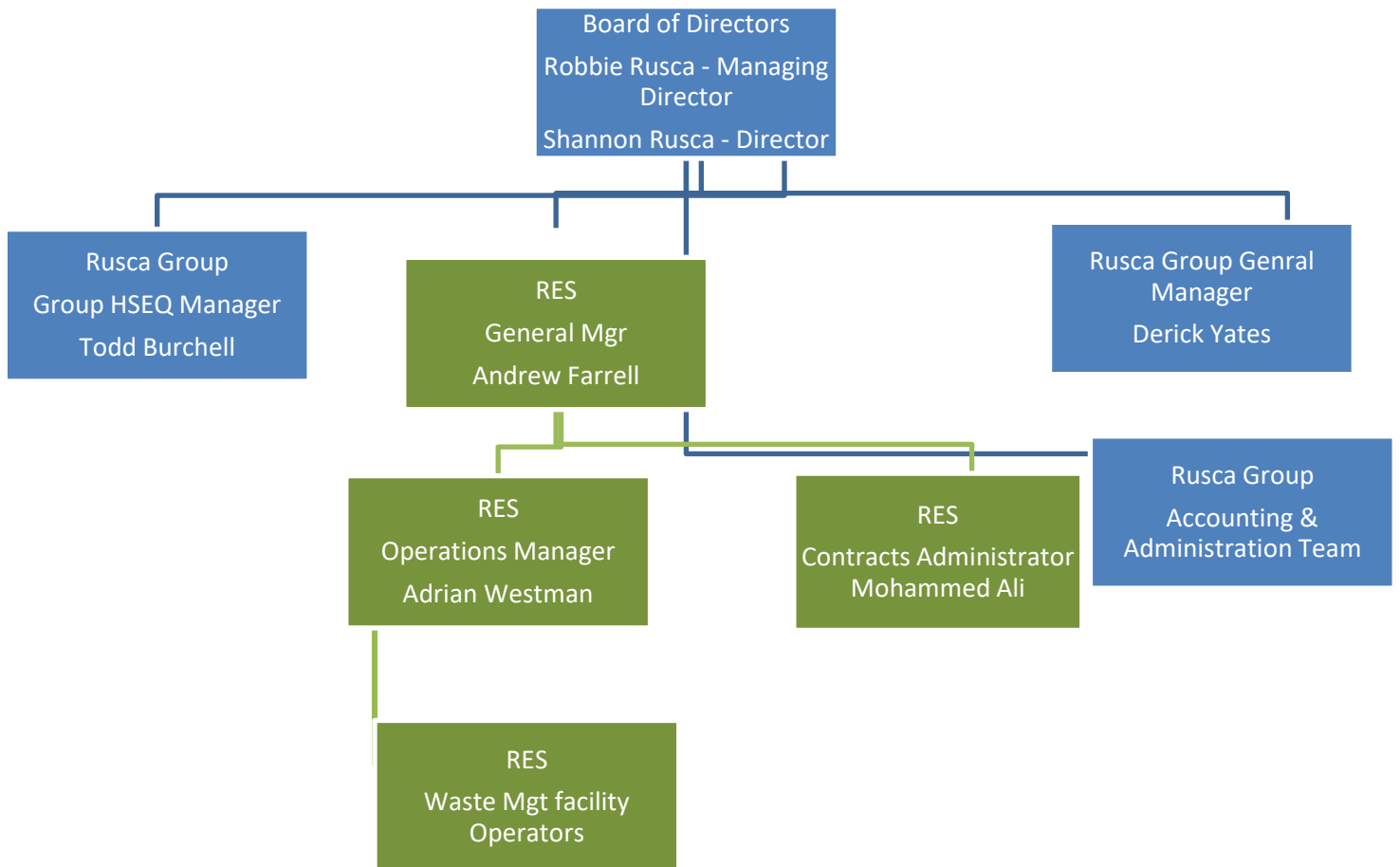
The Rusca Group Directors are primarily a policy-making body. It is responsible for reviewing the effectiveness of current policies and strategies and proactively implementing changes to meet the needs of the company and the business environment in which RES operates. The Senior Management Committee is made up by the General Manager and comprises the General Manager RES and Group HSEQ Manager.

The General Manager with direct support from the Group HSEQ Manager is the implementation and monitoring branch of the HSEQ organization. General manager and Operations Manager provide timely control mechanisms to ensure the core values are met and maintained. The Group HSEQ Manager plays a key role in providing the requisite additional technical HSEQ advice, training and compliance guidance.



Organisation Structure Rusca Environmental Solutions (RES)





## 7.2 Key Contact List

Name	Position	Phone Number	email
<b>RES Contacts</b>			
Derick Yates	General Operations Manager RG	+61 400 880 769	<a href="mailto:daytes@ruscagroup.com.au">daytes@ruscagroup.com.au</a>
Andrew Farrell	General Manager RES	+61 439 337 886	<a href="mailto:afarrell@ruscaes.com.au">afarrell@ruscaes.com.au</a>
Adrian Westman	Operations Manager RES	+61 407 027 845	<a href="mailto:logistics@ruscaes.com.au">logistics@ruscaes.com.au</a>
Todd Burchell	Group HSEQ Manager RG	+61 429 514 099	<a href="mailto:tburchell@ruscagroup.com.au">tburchell@ruscagroup.com.au</a>
<b>CONTRACTOR Contacts</b>			
TBC as required			
<b>Client Contacts</b>			
TBC			

## 7.3 Roles and Responsibilities

The General Manager has overall accountability for HSES within RES. At each RES site the General Manager is the Management Representative.

RES ensures that the Operations team is provided with adequate resources including equipment, personnel and reference materials to carry out required services efficiently and to establish, implement, maintain and improve the RES safety management system.

All contractors/ suppliers are required to comply back-to-back with the main contract documents and documented procedures in line with the requirements of the HSESMP.

Contractor's report to the General Manager to ensure compliance with stipulated requirements.

### General Manager:

- Management of the Business, in accordance with Contractual Obligations, defined objectives/KPIs.
- Investigating incidents, ensuring determination of root cause and timely corrective action.
- Periodic contractor review.

- Encouraging and achievement of a safe work culture.
- Ensuring workers are engaged, included and consulted in the review and implementation of the RES safety management system.
- Ensure all workers are aware of their right to report hazards and stop work if unsure or unsafe without fear of reprisal or retribution.
- Chairing Toolbox Meetings.
- Analysing incidents for trends, ensuring preventive action is implemented where required
- Ensuring compliance to all dangerous goods and hazardous substance legislative provisions and procedures.

#### **Group Manager – HSEQ:**

- Ensuring employees and contractors assigned are appropriately inducted into the work place and appropriately trained and qualified to competently undertake their roles and aware of the physical and mental demands of their roles and responsibilities.
- Ensuring Workers, Contractors and Suppliers are included in Safety Observations, Toolbox meetings and Regular Safety Meetings to ensure consultation and communication lines are kept open.
- Ensuring compliance to RES's operational procedures and work instructions.
- Identification of contract specific procedures and work instructions and implementation of the same.
- Chairing HSE Meetings and development of materials for these presentations.
- Training and coaching workers in HSEQ requirements and coordinating development of in-house HSEQ training.
- Investigating incidents, ensuring determination of root cause and timely corrective action.
- Ensure that responsibilities and authorities for roles in the safety management system are communicated to all levels.

#### **Operations Manager:**

- Ensuring employees and contractors assigned to a task are appropriately inducted into the work place and appropriately trained and qualified to competently undertake their roles.
- Ensuring workers are engaged, included and consulted in the review and implementation of the RES safety management system.
- Ensure all workers are aware of their right to report hazards and stop work if unsure or unsafe without fear of reprisal or retribution.
- Supervision of RES operations ensuring that they are carried out in accordance with the requirements of Contract HSES Management Plans, applicable regulatory and legal requirements and contractual obligations.
- Ensuring plant and equipment is maintained in accordance with the manufacturer's instructions, HVA requirements.
- Ensuring that a SWMS exists for every task and those undertaking the task have been trained in the requirements, including the physical and mental demands of their roles.
- Preparation of completed items for shipping/ transport.

#### Workers:

- Report all incidents and hazards immediately to their direct manager.
- Visibly committed to safety rules and procedures.
- Intervening on unsafe acts or behaviors.
- Stopping any work that is unsafe, without concern for reprisal or retaliation.
- Undertaking all inductions as defined.
- Following all safety instructions.

## 8. Training and Competency

Training and development are in accordance with **TR P01 RG Training and Competency Procedure Revision F Next Review 01/10/2023** which is used for the identification, planning, provision, recording and competency assessment of training requirements for all RES employees.

Training Plans shall be established/ reviewed on employment/ promotion for all employees based on the standards identified within Skill Sets Matrix located in the online document control system.

Training Plans shall identify all gaps against required skill sets and when training is scheduled.

Mandatory competencies that are essential requirements for a position shall be detailed in the job description. These competencies shall be accomplished prior to recruitment or promotion into the role or a Training Plan must be developed to address gaps and be agreed by the General Manager. Where a Training Plan is developed to address gaps in mandatory competencies, the individual shall attain these levels within the first three months of employment/ promotion. Where exceptional circumstances prevail, as deemed by the Operations Manager and/or Group Manager – Risk & Compliance, a program for completion must be agreed.

All non-mandatory competencies must be attained within 12 months of completion of probation/ promotion capability.

Ongoing training requirements may be identified through:

Audit against required skill sets

- Annual performance review.
- Required refresher training.
- Changes to the job role, process, equipment, technology.

Where it is a statutory requirement that a license or certificate of competency is required a suitably qualified external training provider will be engaged, to ensure that training meets recognized standards.

A competent person authorized to conduct Challenge Test Assessments must have experience in the activity being assessed and hold a National Certificate of Competency/ High Risk License if the work being assessed is a prescribed occupation. Some activities may require more than one person to conduct the Challenge Test Assessment. The competent person will be assessed by RES as a competent person for the challenge test and documented with evidence as such.

## 8.1 Training Records

All training is recorded on the electronic data base in the training matrix Database in accordance with **TR P01 Training Competency**. Essential skills and licenses are monitored through monthly reports generated from the database.

Copies of licenses and certificate of competency/ training are retained for 7 years from termination.

Where a Client employee or contractor is required to have a license or certificate of competency to perform tasks at the RES facility, copies shall also be tracked and retained on file by RES.

## 8.2 Client Australia HSES On-boarding Requirements

### Onboarding Workshops



The onboard training to be conducted for the Company are as follows:

#### RES Internal training:

- RES Inductions
- Site Familiarization
- Chain of Responsibility Awareness
- Trip familiarization local Darwin
- MISC Card and Induction
- Construction White Card

#### Client Required Training:

- Site and company policy Inductions
- Any other Client required specific training

## 9. Fitness for Work

## 9.1 Drug and Alcohol

To ensure that there is no adverse impact on the health, safety or environment of any employee, contractor, service provider, tenant, visitor or the public in relation to drug or alcohol abuse, RES provides drug and alcohol awareness training to all employees, transport service providers through toolbox meetings and prestart meetings.

All RES Employees and contractors will be made aware that under the agreement with the Client, entering site will be subject to alcohol and drug testing which will include breath alcohol testing and random drug screening of the workforce completed on a random basis.

RES Employees and contractors are obliged to declare all medications with RES Operations Manager prior to commencing their shift, and Client on-site personnel for assessment, surveillance and treatment if required under patient / medic confidentiality to ensure medication will not affect their ability to operate vehicles or machinery or put them at an increased risk when working in the plant.

RES Employees, contractors and visitors will be subject to 'For Cause Breath Alcohol testing' protocols where any concerns arise in regard to alcohol consumption on site where performance is compromised due to alcohol related factors.

**EHS P05 Fitness for Work** details prohibition and prescribes the minimum requirements for alcohol and drug testing on any RES controlled site as 0.00, daily alcohol testing is conducted and random drug testing or for cause.

### Personnel must not:

- Possess or consume illegal drugs or alcohol; or
- Possess or consume legal drugs in a manner that contradicts instructions by the manufacturer or a prescription from a legal medical practitioner; or
- Sell or supply any drugs or alcohol; or
- Be under the influence of drugs or alcohol
- Whilst they are:
  - a. On any work sites; or
  - b. In control of any equipment or performing work for the operations - this includes contractors and transport service providers performing work on and off work sites.
- Without limiting the prohibition described, employees must not:
  - a. Report for work,
  - b. Nor remain at work if they have the presence of drugs or alcohol in their system equal to or in excess of the Prescribed Limits; or
  - c. Possess, consume, sell or supply drugs or consume alcohol in any way which might injure the company's reputation or damage its relations with the public.

All personnel on site, regardless of employment category, including visitors, tenants, contractors, transport service providers and delivery personnel may be subject to random testing by RES. There is also provision for mandatory 'for cause' testing in the case of:

- Reportable Injury
- Injury to a third party
- Reportable environmental incident
- Significant plant and equipment damage or damage to customer freight or materials

RES has counseling and rehabilitation provisions in place for habitual users and their families

## 9.2 Injury Management and Rehabilitation

All incidents (including near miss incidents) shall be reported immediately to the Operations Manager. Incident reporting is mandatory and must be actively promoted and positively encouraged. The Client representative will be notified in accordance with appendix 1 for incidents & Emergency.

Initial notification for all Lost Time Injuries (LTI), Medical Treatment Injuries (MTI), reportable environmental spills, significant safety incident, barrier (control) failure (as defined in Appendix 1) or any incidents deemed necessary to be reported by the RES representative on site, shall be reported within two hours to the RES General Manager, RES Operations Manager, Group Manager HSEQ and the Client Contract Manager. This will ensure timely notification to relevant parties that have or may be able to assist in the ensuing incident. All other incidents shall be reported within 48 hours or sooner to the General Manager – HSEQ and the Client Contract Holder.

## 9.3 Verbal Report

Client Supply Chain Representative NT are to be contacted via telephone by the RES General Manager, or delegate, as soon as the work area has been made safe, if the incident is of the following nature:

- High potential near miss
- Personal injury
- Environmental impact
- Security threat or breach
- Potential to affect delivery of contracted services

The Verbal Report is to be initiated ASAP. The purpose of the Verbal Report is to inform the recipient of the incident, state if assistance is required and clarify any impact on operations

## 9.4 Medical Treatment / Return to Work

RES is committed to providing a rehabilitation process in accordance with a structured workplace-based Rehabilitation/ Return to work program, as described in NT Return to Work Legislation, whilst meeting its legislative obligations. RES employees are required to actively participate in the rehabilitation process.

RES's Rehabilitation program will commence as soon as practicable following any work-related injury or illness or at such time medical guidance allows, to ensure an employee is able to remain at work or return to work on a structured return to work plan

It is an expectation of all parties that participation in a return-to-work plan will ultimately lead to an early resumption of pre-injury duties. In the event of this expectation not being achieved then retraining or redeployment either internally or externally to RES may eventuate.

To achieve these objectives RES's Rehabilitation program will:

- Aim to achieve, as a normal expectation for all, the safe, timely, and durable return to work of injured employees through early and appropriate consultation and intervention,

- Respond to RES's commitment to equitable claims management
- Commit to providing suitable workplace based and function-oriented duties wherever possible in order to maintain the employee at work or enable an early return to work,
- State the rights and shared responsibilities of RES and our injured employees in respect of rehabilitation,
- Not disadvantage an employee who participates in a plan.
- Outline the multidisciplinary assistance available to help an injured employee to remain at, or return to, work,
- Provide ongoing communication with the employee so that meaningful connection with the workplace can be maintained,
- Ensure confidentiality of all information

## 9.5 Fitness to Work Medicals

Pre-employment medicals shall be completed for all RES personnel prior to engagement. Drivers are also required to have medicals.

A Job Summary Profile details the applicant's position, location, PPE requirements, the physical demands of the job, mental demands of the job, equipment/ machinery to be used and the environment in which the applicant will be required to work including the frequency, so that the medical service provider can accurately assess fitness against the job requirements.

# 10. Assess and Manage Contract HSES risks

## 10.1 Contract HSES Risk Management

RES has a commitment to achieving the highest possible level of Hazard Identification and Hazard Control. Consistent with this, RES will strive to exceed the minimum standard of current legislation, standards and codes of practice. As outlined in **EHS-P02- Hazard/ Risk Management Procedure**, the Risk Framework detailed in the SWMS documents and the will be used for analyzing and managing the workplace hazards and risks.

All projects and tasks must have a risk assessment process completed in which all hazards, as far as reasonably practical will have been identified, risk assessed and controls put into place. These are recorded in the HAZID Risk Register.

Prior to commencing work tasks will be reviewed to see if existing JSEA's, SWMS and SOP's are appropriate to the task.

Prior to commencing any tasks all tooling and equipment will be inspected to ensure inspections are in date, (test and tagged to AS/NZS 3072:2018) and for damage, correct operation and guarding, and fit for purpose. Any defective equipment is not to be used, and shall be tagged out, (following the Lock Out Tag Out/ Isolation Procedure) and reported to the supervisor.

All new or unusual tasks must have a JSEA completed by the work team that has been assigned to complete that task. Prior to completing any task IOGP Life Saving Rules must be reviewed, and Assist and Assure completed. If a task is deemed to be 'dangerous' or if 'no' has been circled, the employee is not to start the job until the issue has been managed and/or the supervisor consulted.



The process for analyzing and managing workplace hazards and risk includes:

- Establish the criteria for the identification of Hazards and the risk analysis.
- After hazard identification, determine what the risk scenarios are, and select the level of risk for that hazard using the risk matrix.
- Record the risk analysis in the risk register – Skytrust.
- Manage the risk according to the risk level.
- Utilizing the hierarchy of controls, manage hazards and reduce risk by:
  - Elimination,
  - Isolation,
  - Substitution,
  - Engineering (including guarding),
  - Administrative controls,
  - and the use of PPE.
- Develop and agree on actions and controls.
- Verify the introduction/completion of controls/actions.
- Re-evaluate the risk once controls are in place and re-classify risk level as appropriate.
- Review and update the risk register as required and as the audit schedule for risk review from Skytrust requires.
- Document, report and communicate the risk information.

RES will conduct regular inspections & audits of the workplace, equipment and machinery and will continue to identify hazards, assess these risks and instigate appropriate control measures. Records of these inspections are to be uploaded as evidence to Sky-Trust for review and reference. This will be followed by constant monitoring and review of procedures to ensure the process is working effectively, and that risks are being managed and control measures are implemented.

Hazards and risks associated with the following will also be considered as applicable:

Raw materials, Energy sources, Product compliance and suitability, Community impacts, Process safety hazards, Environmental impacts, Business continuity.

The following table shall be used wherever the need for an assessment of the **likelihood and consequence of a risk** is required.

LIKELIHOOD	CONSEQUENCES				
	Insignificant 1	Minor 2	Moderate 3	Major 4	Catastrophic 5
A (Almost)	M	H	H	E	E
B (Likely)	M	M	H	H	E
C (Possible)	L	M	M	H	H
D (Unlikely)	L	L	M	M	H
E (Rare)	L	L	L	M	M

LIKELIHOOD – How likely is this event to happen?		
CODE	DESCRIPTOR	DEFINITION
A	Almost certain	Is expected to occur in most circumstances
B	Likely	Will probably occur in most circumstances
C	Possible	Might possibly occur at some time
D	Unlikely	Could occur at some time but doubtful
E	Rare	May occur but only in exceptional circumstances

## CONSEQUENCES – If this does happen, how severe would the outcome be?

CODE	DESCRIPTOR	DEFINITION
5	<b>Catastrophic</b>	Fatality/ multiple serious injuries, environmental disaster, huge cost
4	<b>Major</b>	Serious/life threatening injury, severe environmental damage, major cost
3	<b>Moderate</b>	Injury requiring medical treatment, contained environmental impact, moderate cost
2	<b>Minor</b>	First aid treatment, some environmental/financial impact
1	<b>Insignificant</b>	No injury, low environmental/financial impact

The following table is to be used when determining how to respond to the **Residual Risk Level** (i.e. the level of risk remaining AFTER the recommended controls have been implemented):

Risk Level Code	Description	Actions
<b>E</b>	<b>EXTREME</b>	Do not undertake task. Modify process / design.
<b>H</b>	<b>HIGH</b>	Action plan required including controls to manage risk. Requires senior management attention
<b>M</b>	<b>MEDIUM</b>	Specify management responsibility
<b>L</b>	<b>LOW</b>	Manage by routine procedures

### 10.2 Personal Protective Equipment (PPE)

RES will ensure its employees and contractors comply with site Personal Protective Equipment Procedure ALL/HSE/PRO/039 Requirements. Including:

- Safety Glasses when outside vehicle,
- Steel toe cap, ankle height foot protection,
- Wrist to ankle protective fire-retardant clothing
- Gloves when outside of vehicle.

PPE is discussed every morning at the pre-shift meeting to ensure all personnel have the correct PPE for their roles, and that it is in good condition ready for a safe shift. An “open door” policy is encouraged in RES, and every team member is aware that the General Manager, Operations Manager and HSEQ Manager are always available to discuss any concerns, improvements or observations from our front-line workers. The General Manager will also engage one-on-one with ALL employees in an informal setting through out the week to ensure team members are well rested and focused on the task, ensuring a safe and supportive workplace.

### 10.3 Rusca Environmental Solutions Risk Management

All work conducted on RES sites will utilize the RES Risk Management tools which includes but not limited to the following;

- HAZID Risk Assessment
- Prior to work HSE consultation and engagement
- SWMS and SOPs
- RES will comply with Client Work Permit Procedures as required.
- Personnel have the authority and obligation to Stop the Job at any stage if there are any work method concerns or if the task presents an unacceptable risk. Work must not re-start until risks are effectively mitigated.

## 10.4 Management of Change

To ensure changes do not unacceptably increase the risk to personnel, property or the environment, they must be well managed and information concerning the change communicated to all personnel. All corrective actions and changes shall be made in accordance with the organization hierarchy of controls and inline with the management of change.

Changes to facilities, plant and equipment, procedures and responsibilities shall be managed in a manner that ensures the risks related to the change are identified and eliminated, or if they cannot be eliminated, managed to a level as low as reasonably practicable (ALARP).

This requires that:

- Risks associated with the change are identified and quantified.
- Events that lead to a loss of control are identified.
- Measures to prevent the loss of control are identified and processes put in place to prevent the loss of control.

## 11. Site Access and Security

All personnel coming to site will comply with Client Site Requirements, including Access Control & Vehicle Safety requirements which may include:

- Induction and visitors' requirements.
- Vehicle, Mobile Equipment, approval / checklist requirements.
- Delivery Driver Obligations.

Security procedures will be implemented to prevent:

- Unauthorized access to the facility (including jetty),
- Office areas or construction areas,
- Unauthorized public access to the site,
- Theft or property damage,
- Unrestricted use of motor vehicles

### 11.1 Banned and Prohibited Items

The use or carriage of prohibited items is strictly forbidden in the operational area include:

- Lighters and matches (piezo are provided),
- Weapons / Firearms / Ammunition,
- Alcohol & Non-Prescription drugs,

Personal laptops and mobile phones are permitted in administration / crib areas only and are not permitted in the operational area. Phones, cameras are not permitted for use in operational areas

unless permitted in line with approved permit requirements.

## 12. Driving and Vehicle Safety

As outlined in the RES **PM-SOP-011 – Vehicle Drivers Responsibilities**, all operators of Rusca Group vehicles, plant and equipment are expected to perform their duties safely and in a professional manner. All RES vehicles are fitted with In Vehicle Monitoring Systems, (IVMS). The IVMS is a trackable reporting system for monitoring driver behavior and is accessible at any time by the General Manager and Operations Manager.

Drivers must comply with road traffic rules, DLE Traffic Management Plan and designated speed limits. Some areas of the plant will be live during the project and have restricted access, vehicles will not be permitted into these areas unless authorized by a responsible operator with a valid permit and stated controls. Vehicles entering the exiting the operational gates are not to carry passengers on board. Prior to entering the operational area all passengers are to leave the vehicle and proceed to pedestrian access turnstiles to swipe through and be picked up inside the operational area, Vehicles must be accompanied / authorized to access restricted areas within the operational area with spotter / gas testing requirements as advised.

## 13. Incident Reporting, Investigation and Follow Up

Rusca Environmental Solutions Injury and Incident management are outlined in section 8.2 of this Management Plan. All RES workers and visitors are required to report accidents and incidents and dangerous occurrences to the General Manager or Operations Manager immediately directly following the occurrence, this will then be escalated to the Client Supply Chain Representative NT as shown in the table below.

RES to provide report and documentation status update to company on corrective/preventative actions arising from investigations.

The Client Contract Holders will notify the RES General Manager, of any accidents occurring that may be of direct relevance to the contract.

### 13.1 Fair event Handling

Fair event Handling training is to be conducted by the Company periodically and Rusca Environmental Solutions are to ensure that they communicate this to their workforce and discuss during toolbox sessions and grow the culture throughout their organization.

### 13.2 Incident Notification

	Actual Severity Rating				
	1	2	3	4	5
Verbal Notification	ASAP Verbal or Phone (No Voicemail- escalate and continue trying to make contact)			Immediate verbal or phone contact to be made	
Written Notification	Input into formal incident reporting system or manual incident form			Preliminary internal incident notification <u>24 Hours</u>	Preliminary internal incident notification <u>8 Hours</u>
Who to Notify	General Manager RES  Supply Chain Rep (Client)  HSEQ Manager RG	General Manager RES  Supply Chain Rep (Client)  HSEQ Manager RG	General Manager RES  HSEQ Manager RG  Supply Chain Rep (Client)  GM Operations RG  Directors RG	General Manager RES  HSEQ Manager RG  Supply Chain Rep (Client)  GM Operations RG  Directors RG	General Manager RES  HSEQ Manager RG  Supply Chain Rep (Client)  GM Operations RG  Directors RG

## 14. RES Environmental Commitment

As defined in the Rusca Group Environmental Policy, Rusca Environmental Solutions (RES) has a genuine commitment to protect the environment and strives to minimize the environmental impact of its operations by preventing pollution, responsibly managing waste generated through workplace activities and managing the work sites to prevent environmental harm.

RES goal is to provide maximum practicable protection to the environment, by meeting and at times exceeding legal obligations and other requirements to which the company subscribes.

### 14.1 LEGISLATIVE AND REGULATORY COMPLIANCE

RES activities are to be delivered in compliance with all applicable Acts and Regulations relevant to our work activity. Legal Compliance monitoring, review and change shall be managed in accordance with RES's Legal Compliance Management Procedure.

Table 1 (below) lists current legislation, guidelines and standards applicable to RES activities. The

RES Risk Assessment identifies the legislation applicable to the RES works by referencing the relevant section of the Register. The HSEQ Manager shall ensure that appropriate legislation, standards and Guidelines are available to all staff and provides an up-to-date link to the applicable legislative document.

Site personnel may access and print any documentation referenced on Table 1, however all documentation shall then be treated as “Uncontrolled” and checked for currency prior to re-use. Changes required to RES EMP documentation shall be communicated to the General Manager, who shall establish which activities and contractors are affected by the changes.

*Table 1 - Relevant Legislation, Policies and Guidelines*

Type	Title
<b>Legislation</b>	Dangerous Goods Act
	Environmental Assessment Act
	Environmental Offences and penalties Act
	Waste Management and Pollution Control Act (NT)
	Water Act
	Weeds Management Act
	Environmental Offences and penalties Regulations
	Waste Management and Pollution Control (Administration) Regulations
	Water Regulations
	Environment Protection and Biodiversity Conservation Act
	Environment protection and Biodiversity Conservation Regulations
<b>Standards</b>	AS/NZS ISO 14001:2015 Environmental management systems- Requirements with guidance for use
	AS/NZS ISO 14004:2015 Environmental management systems— General guidelines on principles, systems and support techniques
	AS/NZS ISO 45001:2018 Occupational Health and Safety Management Systems
	AS 2187.2 Explosives – Storage and Use – Use of explosives
	AS 1940 The storage and handling of flammable and combustible liquids
	AS/NZS 1547:2012 – Management of Clinical and related wastes
	AS/NZS 3831:1998 – Waste Management – Glossary of Terms
	AS 4123.7-2006(R2017): Mobile waste Containers – Colours, markings and designation requirements
	AS 4123.6-2006 Mobile waste containers – Health safety and environment
	AS 4123.5-2008 Mobile waste containers – Performance requirements and test methods

Type	Title
Guidelines	Standard Specification for Environmental Management (First Edition) DOI NT <a href="http://www.nt.gov.au/infrastructure/techspecs/index.shtml">http://www.nt.gov.au/infrastructure/techspecs/index.shtml</a>
	<i>Guide for Completing Waste Transport Certificate (WTC)</i> <a href="https://ntepa.nt.gov.au/_data/assets/pdf_file/0007/284677/completing_waste_transport_certificates.pdf">https://ntepa.nt.gov.au/_data/assets/pdf_file/0007/284677/completing_waste_transport_certificates.pdf</a>
	Guideline for Reporting on Environmental Monitoring <a href="https://ntepa.nt.gov.au/_data/assets/pdf_file/0006/284856/guideline_reporting_env_monitoring.pdf">https://ntepa.nt.gov.au/_data/assets/pdf_file/0006/284856/guideline_reporting_env_monitoring.pdf</a>
	ISBN-1-74361-038-1 Hazardous Chemicals Requiring Health Monitoring – Safe Work Aust

## 14.2 Approvals, Licenses, Permits

Required: EPL – as per license application and subsequent approvals, See Appendix 5. EPL License. In the event that activities are required in addition to the specified Scope of Works, RES will seek the necessary approvals in consultation with Clients and/or NT EPA.

## 14.3 Contractual Obligations

RES will ensure that the following requirements are adhered to in accordance with Environmental and Waste Management Licensing and legislation:

- Compliance with all conditions of approval issued to RES by the Government, Environmental Management System and associated Environmental Management Plans
- Any additional approvals that may be required are secured by RES,
- All activities conducted by RES meet or exceed the requirements of any conditions of approval issued by the Government, and clients Environment Management System and Environmental Management Plans.
- RES will conduct regular environmental reviews of their activities, involving the client representative or delegate.
- Suitably qualified environmental resources will be provided to undertake environmental duties relevant to any Project, including the implementation of the EMP.
- Mechanisms will be established and implemented to ensure continual improvement.
- Compliance with any reasonable direction given by the NT EPA or client Representative to improve or rectify RES environmental practices.
- RES and subcontractors shall comply with conditions within the DLNG Operations Environmental management Plan DLNG/HSE/PLN/001, Darwin LNG Exceptional Development Permit (EDP 02/0015) as well as those in the Northern Territory Environment Protection Authority (NT EPA) Environment Protection License EPL 217 (pursuant to section 34 of the Waste Management and Pollution Control Act).

## 14.4 Waste Management

### Objectives

RES operates under an Integrated Waste Management Plan, (IWMP). The Waste Management objectives of RES are to:



- Minimize waste generated through Waste Management activities, and maximize waste recycling and reuse.
- Ensure that waste materials are handled, stored and disposed of in a manner that minimizes impacts on air, water and land resources and protects the health of people working on the Project and in the surrounding community.
- Ensure that all waste is managed in accordance with the Environmental Protection (Waste Management) Policy 2000 (EPP (Waste)).

### **Performance Criteria**

- Waste generation is minimized through reduce, reuse and recycling initiatives.
- Recycling bins are to be set up at strategic positions onsite.
- Minimize harm to native fauna from litter onsite.
- No litter to be observed at work sites.
- No unauthorized discharge of contaminants or wastes to the environment

### **Mitigation Measures**

A Waste Management & Tracking Register (WMTR) has been developed for RES, which provides a comprehensive list of the different waste streams, the treatment & disposal options that apply to each waste stream, the applicable regulatory requirements, the waste receptacle type and labelling requirements, and identifies if an SDS is required for the waste type. Waste Management is to be undertaken in line with the overarching ALL/HSE/PLN/004 DLNG Waste Management Plan.

## 15. Emergency Response and Medical Emergencies

### 15.1 Emergency Response

All personnel including transport service providers, contractors and visitors shall be instructed in emergency response procedures and HSES rules as part of the induction program.

Emergency Response – Quick Action Guide has been developed to ensure the effective management and recovery from, any crisis/ emergency that may have an impact on personnel, the environment, property, reputation and business objectives, including:

- Injury to personnel
- Motor vehicle or mobile plant incident
- Substance spill/ loss of containment
- Bomb threat
- Fire or explosion
- Natural events – cyclone, bush fire, flood. earthquake
- Lost or damaged freight in transit
- Property/ equipment recovery

### 15.2 Medical Provider Details

The Rusca Group utilize various medical practices within the Darwin area as required to best meet the immediate needs of our employees and contractors. When undertaking remote area work, local medical providers are researched for capability and made aware of our activities prior to starting work.

## 16. HSES Performance Monitoring & Reporting

Rusca Environmental Solutions will report on the a standard suite of HSSE KPI (Figure 4), developed in collaboration with previous and existing clients. Reporting on the 5th of every month that RES has personnel mobilized to any Client premises or work sites.

Parameter	Units	Definition
Exposure Hours	hours	All hours worked by Contractor employees on Company premises and on other premises where Company management controls are in place. For vessels calculate Exposure hours on the basis of 24 hours per day in accordance with the Oil Companies International Marine Forum (OCIMF) Marine Injury Reporting Guidelines. On offshore installations and remote base camps, calculate Exposure Hours on the normal basis.
Fatality (FAT)	number	Total deaths resulting from a work-related injury or occupational illnesses. Exclude: - Fatalities that are Non-Accidental Deaths; - Fatalities due to occupational illnesses that occur after employees or contractors are no longer in the service of the Company.
Lost Time Case (LWC)	number	Total injuries resulting in a lost workday case (LWC). LWC occurs when the injured contractor experiences day away from work beyond the day of injury, or days away are prescribed by a physician or licensed health care practitioner.
Restricted Work Case (RWC)	number	Total injuries resulting in a restricted work day case (RWC). RWC occurs when an injured contractor is kept from performing one or more routine job function – activities the contractor performs at least once per week; is kept from working a full day – not including the day of injury/illness onset, a physician or licensed health care professional recommends either above; or When the injured contractor is assigned to job other than their normal job for part of the day.
Medical Treatment Case (MTC)	number	Total injuries resulting in a medical treatment case (MTC). MTC occurs when the injured contractor requires management and care as a patient to combat a disease or disorder. Medical Treatment excludes visit to physician or Licensed Health Care Professional solely for observation or counselling, diagnosis procedure (e.g. X-rays, blood tests, prescriptions used solely for diagnostic purposes) and First Aid.
Total Recordable Case (TRC)	number	Total injuries resulting in a fatality, lost workday case (LWC), restricted work case (RWC) or medical treatment case (MTC).
First Aid Case (FAC)	number	Total injuries resulting in first aid case (FAC). FAC occurs when the injured contractor requires treatment using one or more of the below treatments: - Using a non-prescription medication at non-prescription strength; - Giving tetanus immunisations; - Cleaning, flushing or soaking wounds on the surface of the skin; - Using wound covering such as bandage, Band-Aid™, or gauze pad or using butterfly bandage or Sten-Strips™; - Using hot or cold therapy; - Using any non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.; - Using temporary immobilisation devices such as splints, slings, neck collars or back boards while transporting the victims; - Drilling a fingernail or toenail to relieve pressure, or draining fluid from a blister; - Using eye patches; - Removing foreign bodies from the eye using irrigation or cotton swab; - Removing splinters or foreign material from areas other than the eye by irrigations, tweezers, cotton swab or other simple means; - Using finger guards; - Using massages; or - Drink fluid for the release of heat stress.
Total Recordable Occupational Illnesses (TROI)	number	Total recordable occupational illnesses (TROI). An illness is an abnormal condition or disorder other than one resulting from injury. TROI include acute and chronic illnesses caused by or contributed by exposure to environment factors associated with employment.
High Potential Incident (HPI)	number	Total of high potential incident (HPI). HPI is an incident for which the potential Consequences are assessed as RAM severity of 4 or 5. A HPI can result from actual impact on people, asset, community and/or environment or from a Near Miss. Note Unsafe Conditions and Acts are excluded as they are not "Incidents".
Near Miss (NM)	Number	An Incident that could have caused illness/injury to people, or damage to assets, damage to environment, and/or effect the community, but did not (i.e. energy was released and no actual consequence).
Non-negative Drug and Alcohol Test Results	Number	Number of Non-negative Drug and Alcohol Test Results
Management Visits/Tours	Number	Number of Management Visits
Hazard Observations/Intervention Reported	Number	Total Hazard Observations/Intervention reported. Hazard Observations/Intervention Card is used to report any unplanned observations of an unsafe act or condition or positive behaviour.

Figure 4. HSES KPI

## 17. Audits and Continuous Improvement

Rusca Environmental Solutions HSES Management Plan will be maintained to ensure that it is a living document. The HSES Management Plan will be reviewed by The Client and RES annually, or on an 'as-needs' basis if the scope changes, or improvement opportunities and risks are identified during task execution.

Rusca Environmental Solutions shall communicate information to the group through:

- Pre-Start Meetings
- Toolbox Meetings
- Noticeboards
- Regular Scheduled Leadership Visits
- Monthly reporting

RES will ensure that any substantial improvements from the workers or from general process improvement are taken to the contract meetings held weekly and discussed with the group. This will then be established as to the level of the improvement and if required added to the HSESMP, updated by RES and sent to the required distribution list.

## 18. Safety Calendar

Rusca Environmental Solutions have developed a Safety Calendar and will work within the Client Safety Calendar that includes all safety activities, forums, barrier management inspections, audits and visits that are undertaken for the calendar year. This is to be updated annually or when required due to HSES Performance issue.

RES and the Client agree to all Operational, Contractual & HSES meetings and forums as per the original Contract.

Requirements	When	By Whom
Daily Prestart Meeting	Daily	GM/OM
Toolbox Meeting	Monthly	HSEQ
Work Area inspection	Daily	OM
Work Area Inspection	Monthly	HSEQ
Emergency Exercise	Yearly	HSEQ/GM
First Aid Training	3 years	All Employees
Subcontractor Audit	Yearly or as required	HSEQ/OM
SWMS review	Yearly or as required	All Employees
Risk Register Review	Yearly or as required	HSEQ
HSESMP Review	Yearly or as required	HSEQ/GM
Legal register Review	Quarterly	HSEQ
Internal Quality Audits	Quarterly	HSEQ/GM

## Appendix 1. Insurances



### *Confirmation of Insurance*

Rusca Environmental Solutions Pty Ltd

August 31, 2022

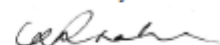
*We act as insurance brokers for the above client and at their request confirm the existence and currency of the following insurance:*

We act as insurance brokers for the above client and at their request confirm the existence and currency of the following insurance:

<b>Class of Insurance</b>	Northern Territory Workers Compensation
<b>Insured</b>	Rusca Environmental Solutions Pty Ltd
<b>Insurer</b>	Insurance Australia Limited trading as CGU Insurance
<b>Policy No</b>	0/18-2537
<b>Period</b>	From: 31 <sup>st</sup> August 2022 at 4:00pm To: 31 <sup>st</sup> August 2023 at 4:00pm
<b>Policy Wording</b>	Statutory Benefits in accordance with the Return to Work Act 2015

*NOTE: This confirmation is issued as a matter of information only and does not confer any rights upon the confirmation holder. The confirmation does not amend, extend or alter the coverage afforded by the policy / policies detailed herein.*

Yours faithfully



Cheryl Richardson

Authorised Representative (Key Insurance Brokers Pty Ltd AR 001281432)  
Lockton Companies Australia | ABN 85 114 565 785 | AFSL 294 954

Mobile: 0458 247 843

Email: [Cheryl.Richardson@lockton.com](mailto:Cheryl.Richardson@lockton.com)

## Appendix 2. ISO Certificate 9001:2015



# MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:  
209860-2016-AU-AUS-JAS-ANZ

Initial certification date:  
09 November 2010

Valid:  
08 January 2023 – 09 November 2025  
Expiry date of last certification cycle:  
09 November 2022  
Date of last re-certification:  
22 December 2022

This is to certify that the management system of  
**Rusca Bros Services Pty Ltd**  
**Rusca Environmental Solutions Pty Ltd**  
**Rusca Developments Pty Ltd**  
12 O'Sullivan Circuit, East Arm, NT, 0822, Australia

and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Quality Management System standard:  
**ISO 9001:2015**

This certificate is valid for the following scope:

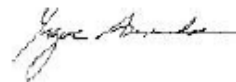
The registration covers the design, development and construction of projects relating to retail, industrial, mining, commercial and domestic construction and civil engineering of earthworks, road water and bridge construction, subdivision and infrastructure works. Additionally, the registration covers waste management as well as the provision of plumbing and hydraulic services and the hire and maintenance of heavy machinery, plant and equipment.

Place and date:  
North Sydney, 08 January 2023

**JAS-ANZ**



For the issuing office:  
DNV - Business Assurance  
Level 7, 124 Walker Street, North Sydney,  
NSW, 2060, Australia



Yngve Amundsen  
Management Representative



Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
Accreditation by the joint accreditation system of Australia and New Zealand ([www.jas-anz.org/register](http://www.jas-anz.org/register))  
ACCREDITED UNIT: DNV Business Assurance Australia Pty Limited, Level 7, 124 Walker Street, North Sydney, NSW, 2060, Australia  
TEL: +612 9600 9500. <http://www.dnv.com.au/assurance/>

## Appendix 3. ISO Certificate 14001:2015



# MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:  
209861-2016-AE-AUS-JAS-ANZ

Initial certification date:  
09 November 2010

Valid:  
08 January 2023 – 09 November 2025  
Expiry date of last certification cycle:  
09 November 2022  
Date of last re-certification:  
22 December 2022

This is to certify that the management system of  
**Rusca Bros Services Pty Ltd**  
**Rusca Environmental Solutions Pty Ltd**  
**Rusca Developments Pty Ltd**  
12 O'Sullivan Circuit, East Arm, NT, 0822, Australia  
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Environmental Management System standard:  
**ISO 14001:2015**

This certificate is valid for the following scope:

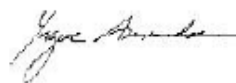
The registration covers the design, development and construction of projects relating to retail, industrial, mining, commercial and domestic construction and civil engineering of earthworks, road water and bridge construction, subdivision and infrastructure works. Additionally, the registration covers waste management as well as the provision of plumbing and hydraulic services and the hire and maintenance of heavy machinery, plant and equipment.

Place and date:  
North Sydney, 08 January 2023

**JAS-ANZ**



For the issuing office:  
DNV - Business Assurance  
Level 7, 124 Walker Street, North Sydney,  
NSW, 2060, Australia



Yngve Amundsen  
Management Representative



Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

Accreditation by the joint accreditation system of Australia and New Zealand ([www.jas-anz.org/register](http://www.jas-anz.org/register))  
ACCREDITED UNIT: DNV Business Assurance Australia Pty Limited, Level 7, 124 Walker Street, North Sydney, NSW, 2060, Australia  
TEL: +61 2 9600 9500. <https://www.dnv.com.au/businessassurance/>



## Appendix 4. ISO Certificate 45001:2018



# MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:  
10000422811-MSC-JAS-ANZ

Initial certification date:  
28 July 2008  
(based on OHSAS 18001)

Valid:  
08 January 2023 – 09 November 2025  
Expiry date of last certification cycle:  
09 November 2022  
Date of last re-certification:  
22 December 2022

This is to certify that the management system of  
**Rusca Bros Services Pty Ltd**  
**Rusca Environmental Solutions Pty Ltd**  
**Rusca Developments Pty Ltd**  
 12 O'Sullivan Circuit, East Arm, NT, 0822, Australia  
 and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Occupational Health and Safety Management System standard:  
**ISO 45001:2018**

This certificate is valid for the following scope:

**The registration covers the design, development and construction of projects relating to retail, industrial, mining, commercial and domestic construction and civil engineering of earthworks, road water and bridge construction, subdivision and infrastructure works. Additionally, the registration covers waste management as well as the provision of plumbing and hydraulic services and the hire and maintenance of heavy machinery, plant and equipment.**

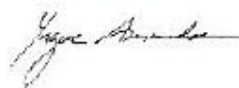
Place and date:  
North Sydney, 08 January 2023



**JAS-ANZ**



For the issuing office:  
 DNV - Business Assurance  
 Level 7, 124 Walker Street, North Sydney,  
 NSW, 2060, Australia



Yngve Amundsen  
 Management Representative

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.

Accreditation by the joint accreditation system of Australia and New Zealand ([www.jas-anz.org/register](http://www.jas-anz.org/register))  
 ACCREDITED UNIT: DNV Business Assurance Australia Pty Limited, Level 7, 124 Walker Street, North Sydney, NSW, 2060, Australia  
 TEL: +61 2 9500 9500. <https://www.dnv.com.au/assurance>



## Appendix 5. EPL License

### ENVIRONMENT PROTECTION LICENCE

(Pursuant to section 34 of the *Waste Management and Pollution Control Act*)

<b>Licensee</b>	RUSCA ENVIRONMENTAL SOLUTIONS PTY. LTD.
<b>Licence Number</b>	EPL250 - 01
<b>Registered Business Address</b>	RUSCA ENVIRONMENTAL SOLUTIONS PTY. LTD. 0 / 12 O'Sullivan Circuit EAST ARM NT 0822
<b>ACN</b>	612 642 458
<b>Premises Address</b>	Section 05780 Hundred of Bagot plan(s) S2005/165B 12 O'SULLIVAN CCT, EAST ARM
<b>Anniversary Date:</b>	30 August
<b>Commencement Date:</b>	30/08/2018
<b>Expiry Date:</b>	29/08/2023
<b>Scheduled Activity</b>	<p>Collecting, transporting, storing, re-cycling, treating or disposing of a <b>listed waste</b> (as per Table 1) on a commercial or fee for service basis, other than in or for the purpose of a sewage treatment plant.</p> <p>Operating <b>premises</b>, other than a sewage treatment plant, associated with collecting, transporting, storing, re-cycling, treating or disposing of a <b>listed waste</b> (as per Table 1) on a commercial or fee for service basis.</p>
<b>Description</b>	Rusca Environmental Solutions Pty Ltd (Rusca) is a registered waste collection and transport company that services the Mining, Civil and Construction, Training, Environmental Services and Waste Management sectors. It provides waste collection, transport and storage services from its premises at 12 O'Sullivan Circuit, East Arm, Darwin.