

MODERN MINING COMPANY

Health and Wellbeing Performance Standards

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Document Control History

Version	Description	Author(s)	Review	Approved	Date
1	New Document	Katie Hulmes Group Manager Technical Services	Mark Rankmore Head of Human Resources	Andrew Cole Managing Director and CEO	January 2017

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Health and Wellbeing Performance Standards



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Introduction

The Performance Standards are an integral part of the OZ Minerals business. Their implementation and maintenance provides the means to:

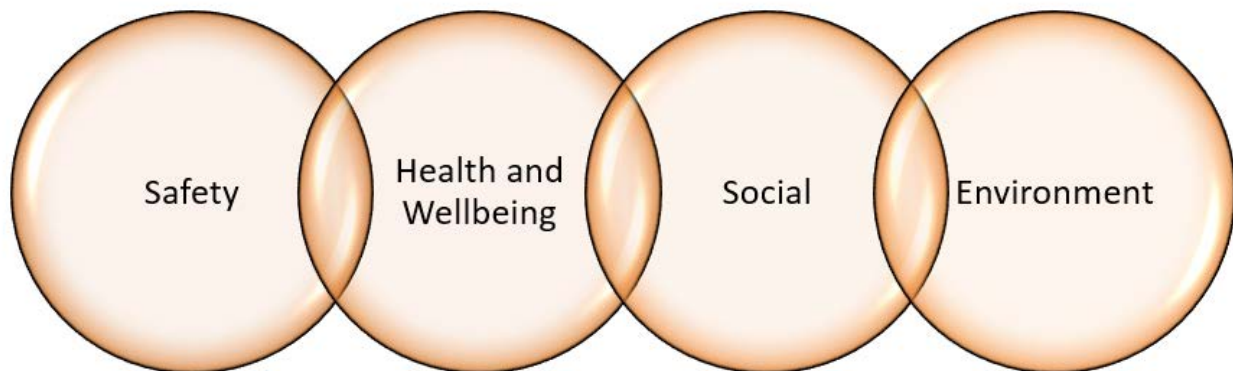
- Manage and minimise threats;
- Identify and realise opportunities;
- Comply with statutory obligations;
- Deliver a framework for continuous improvement;
- Provide a measurement for value-creating business performance.

The Performance Standards apply to all Company-managed Assets, their employees, directors, officers, contractors, consultants, and its subsidiaries and any other party undertaking work at the Asset (**Employees and Contractors**). They also specify the level of performance expected at non-managed Assets. All Company-managed Assets are required to have capability based on the Standards.

New or acquired Assets will undertake a Risk Assessment to determine when the Standards must be fully implemented. This Risk Assessment must be approved by the OZ Minerals CEO.

Health and Wellbeing Performance Standards

The Health and Wellbeing Performance Standards are one of four performance areas that together provide the governance and integration to unlock value across our business.



The Health and Wellbeing Performance Standards describe the minimum requirements of Assets to manage threats associated with specific activities or tasks, identify opportunities that have the potential to drive value creation for OZ Minerals and to protect and promote the health, safety and wellbeing of our Employees and Contractors and the sustainability of the workplace.

The Health and Wellbeing of our Employees and Contractors is critical to providing a safe workplace. OZ Minerals recognises the importance of health and safety within the mining industry and the interrelation between physical, mental, emotional and social health on the overall wellbeing of its Employees and Contractors.

To stay safe at our sites, OZ Minerals expects workers to be fit for work

OZ Minerals is committed to high standards of health and wellbeing among its Employees and Contractors and is focussed on leadership, a supportive workplace culture, building capabilities, implementing prevention controls and promoting the return to work of affected individuals. The Health and Wellbeing Performance Standards support OZ Minerals' policies by articulating the minimum requirements to which Employees and Contractors must adhere.

Definitions

All commonly-used terms and acronyms used in the Health and Wellbeing Performance Standards are defined in the OZ Minerals Glossary.

Roles and Responsibilities

The OZ Minerals CEO is responsible for approving Standards and subsequent updates.

Assigned ExCo members are responsible for maintaining the Standards and authorising supporting documentation. They are also responsible for:

- Assisting management teams and practitioners at OZ Minerals Assets to understand the implementation requirements of the Standards;
- Reviewing the Standards every three years (as a minimum) and updating against relevant external standards, legislation and OZ Minerals public commitments;
- Reviewing any supporting Definitions and Guidelines and updating as required;
- Reporting assurance findings to the OZ Minerals board every three years; and
- Ensuring that definitions and supporting documents are revised and updated as required.

Asset leaders are accountable for:

- Implementing the requirements of the Standards at the relevant Asset;
- Training Employees and Contractors on the requirements of the Standards;
- Ensuring consistency between the Standards and Asset management; and
- Demonstrating compliance with the Standards through OZ Minerals assurance processes as appropriate to context, individual Standards and reporting requirements.

All Employees, Contractors and Partners must be aware of and apply these Performance Standards in their respective work areas consistent with Asset requirements.

Assets must at all times comply with the content of the Standards. Any exemption to compliance with these Standards must be approved by the OZ Minerals CEO.

Risk Assessment

As a part of regular risk management assessments during due diligence and at gate reviews, all Assets, in the context of their Asset, must evaluate risks relevant to these Performance Standards. Asset management must then apply these Standards as appropriate to their Asset and activities.

The risk management cycle must be managed in accordance with the relevant Standards relating to risk management.

Assets must identify the critical controls used to manage Material risks, assess their adequacy, assign Accountability and Responsibilities for their implementation and verify their effectiveness as part of their critical control management.

Legal Requirements

All Assets must track regulatory requirements and legally binding commitments and ensure that required actions are scheduled, actioned, monitored and closed out. Records required to be retained under legislation must be stored in a central location.

At a minimum, all Assets must meet legislative requirements. However, if OZ Minerals' Standards impose additional requirements, then Employees and Contractors must meet both the legislative requirements and the additional requirements of OZ Minerals' Standards.

Training and Competency

All Employees and Contractors must be inducted and trained in the relevant hazards and controls prior to undertaking any work.

Appropriate training and competency assessments must be undertaken. Records relating to training and competency assessments must be documented and maintained. Additional requirements, if applicable, are detailed in the specific Standards.

All Assets must provide their Employees, Contractors and Visitors with a fit-for-purpose induction appropriate to the local sensitivities, risks and expected behaviours.

Induction training in the hazards associated with a particular Asset shall be included for new personnel where there is a potential for exposure to this hazard.

Documentation

Relevant documentation verifying compliance with the Standards must be kept in accordance with the relevant Document Controls Standards and relevant legal requirements.

Performance

All Assets must periodically, as determined by a Risk Assessment, conduct an audit of their compliance to the OZ Minerals Standards to ensure elements are understood and applied at a local level.

The performance of Company-owned Assets will be assessed against the requirements of the OZ Minerals Standards by the Company at a minimum of every three years according to the Assurance Process. Actual performance measures against each element of the Standard will vary according to local context, and guided by supporting guidelines and procedures.

Purpose

The purpose of this Standard is to define the OZ Minerals requirements to ensure effective medical programs exist to detect pre-existing medical problems, and control potential health problems of the workforce.

Performance

Medical Programs

Assets must:

- Have formal employee health/medical surveillance schedules and programs in place that enable early detection of occupational disease or illness and are linked to the occupational health and hygiene survey Risk Assessment, the operation's monitoring program and the results/data;
- Review and analyse health/medical surveillance program results and, where trends and exceedances are identified, take necessary corrective actions;
- Perform periodic medical examinations on Employees and Contractors based on occupational health risks and age factors, including biological monitoring and other non-invasive medical examinations, such as pulmonary function testing, hearing tests and equilibrium testing as required;
- Ensure that personnel are properly informed of their medical results and receive a consultation or counselling from a medical professional as required;
- Establish and conduct effective and targeted ongoing medical programs deemed necessary to control potential health problems to the workforce;
- Maintain confidentiality of medical information and results;
- Ensure that qualified occupational health personnel are accessible as a resource and access to professional medical advice to support the development and maintenance of its health programs on site;
- Have access to proper medical facilities that provide a high standard of medical care. In remote operations on-site facilities must exist.
- Ensure that emergency transportation services exist between the site and hospitals or clinics;
- Ensure that all facilities have proper first aid clinic / rooms / supplies for providing emergency care;
- Ensure that a sufficient number of personnel are trained and available to respond to medical emergencies at the facility, such as an Occupational Health Nurse and an Emergency Response Team.

Purpose

The purpose of this Standard is to define the OZ Minerals requirements to ensure effective measures are in place to manage workplace exposure to health and hygiene-related hazards.

Performance

Assets must:

Exposure Risk Profile, Assessment and Occupational Exposure Limits (OELs)

- Conduct a threat assessment when implementing new products, equipment or processes, and where the results of monitoring have identified an increased threat to worker's health;
- Ensure that biological samples are taken by or under the supervision of a registered medical practitioner;
- Ensure that OELs are identified in accordance with relevant legislative requirements, exposure standards and on-site monitoring of work areas and activities. OELs must be adjusted according to shift lengths.

Airborne Contaminants

- Perform air monitoring to determine airborne contamination concentration of a substance or mixture which may be a risk to health;
- Ensure that Employees and Contractors are not exposed to an airborne substance or mixture that exceeds the substance or mixture relevant time-weighted exposure standard.

Noise-Induced Hearing Loss

- Ensure that Employees and Contractors are not exposed to more than an eight-hour equivalent of 85 decibels (continuous A-weighted sound pressure level) or a peak of 140 decibels (C-weighted peak sound pressure level);
- Provide appropriate personal protective equipment where engineering controls cannot reduce noise to an acceptable level;
- Routinely monitor work areas to manage risks of noise-induced hearing loss.

Hazardous Atmospheres

- Manage the threats associated with hazardous atmospheres. An atmosphere is hazardous if it does not have a safe level of oxygen or the concentration of oxygen increases the fire or explosive risk. It may also be that the concentration of flammable gas, vapour, mist or fumes exceeds five percent of the LEL for the gas, vapour, mist or fumes, or combustible dust is present in a quantity and form that would result in a hazardous area.

Management Plans

- Undertake regular monitoring of identified occupational exposures to ensure compliance with legislative requirements and/or Australian Standards;
- Implement management plans to identify, at a minimum, the schedule of monitoring, correct use of instruments and equipment, including calibration, inspection and testing and analysis of results and/or trends to detect adverse health effects at the earliest opportunity;
- Make health monitoring results available to relevant Employee and Contractors, as soon as reasonably practicable;
- Maintain confidentiality of health monitoring records.

Purpose

The purpose of this Standard is to define the OZ Minerals requirements to ensure effective measures are taken by Assets to ensure that Employees and Contractors are fit for work when presenting for work.

Performance

Assets must:

- Ensure that Employees and Contractors are informed and accept their responsibility to be fit for work.

Drugs and Alcohol

- Undertake risk-based drug and alcohol education programs, and perform random screening of Employees, Contractors and visitors for detection and impairment from drugs and alcohol.

Fatigue Management

- Manage fatigue in the workplace to minimise the risk of fatigue-related incidents and injuries.
- Develop procedures in relation to the:
 - Design of safe systems of work, which include rosters, hours of work and workplace design, the provision of recreation facilities, nutritious food and appropriate accommodation;
 - Ongoing delivery of education and information to the workforce on the detection, prevention and effects of fatigue.

Medical Assessment

- Prior to Employees and Contractors commencing their role, undertake a risk-based medical assessment on the individual, specific to the tasks to be performed by them, with consideration to the relevant work environment;
- Conduct regular monitoring at intervals to be determined via a risk-based methodology, to ensure the exposure risk profile is maintained.

Manual Handling

- Appropriately manage manual handling risks using control measures applicable to the task, equipment and/or work area.

Work-Related Rehabilitation and Return to Work

- Develop and maintain a procedure to return injured employees back to their role through a rehabilitation process;
- Ensure that measures are in place to enable any injured individual to receive prompt medical treatment for work-related injuries or illnesses and, where necessary, a rehabilitation program based on appropriate medical advice to return them to their pre-injury state to the extent practicable;
- Document and monitor each individual's case management, including any rehabilitation program, from the time of injury or illness through to closure of the case and reintegrate the individual into the workplace where their injury or illness allows.

Non-Work-Related Cases

- Develop and maintain a return to work protocol and procedure to ensure non-work-related injuries and illnesses do not affect the Employee's or Contractor's ability to safely perform their job functions.

Purpose

The purpose of this standard is to define the OZ Minerals requirements for the controls required to manage threats related to Employees and Contractors working remotely or in isolation.

Performance

Assets must:

- Where an Employee or Contractor is required to travel and work in remote areas, develop a bespoke plan in consultation with the relevant Employee or Contractor;
- When developing a bespoke travel and work plan with an Employee or Contractor, consider the following:
 - Whether remote or isolated work is necessary;
 - Hazards and appropriate threat control measures;
 - The level of Employee or Contractor supervision required;
 - The work environment (geographical terrain, climate, plant and fauna);
 - The remote premises/accommodation;
 - The remote communication systems, frequency and procedures;
 - The physical and psychological fitness of the Employee or Contractor for duty (threat of heat stress, fatigue management, disease and recruitment issues);
 - The minimum emergency spares to be available;
 - The mode of transport (e.g. land, sea and air) to ensure that it is fit for purpose for the nature of the lone and remote work;
 - Information, training and supervision required (e.g. cultural awareness training);
 - An itinerary to be approved by the Manager in advance of departure;
 - Automatic warning devices and emergency plans.
- Ensure that if, as determined by Risk Assessment, a job presents a high threat to the safety or health of the Employee or Contractor, then a worker should not work alone and a buddy system (a cooperative practice of pairing two or more people together) or similar must be used.

Training and Competency

- Ensure that all Employees and Contractors are trained and competent before they work as a lone worker or travel in remote locations;
- Ensure that all training provided to Employees and Contractors includes awareness of the associated hazards and the potential implementation of control systems to ensure their safety.

Purpose

The purpose of this Standard is to define the OZ Minerals requirements for controls required to manage threats to Employees and Contractors in relation to injury or illness resulting from exposure to hazardous materials. Hazardous materials include proprietary chemicals, and chemicals associated with minerals, waste materials and dangerous goods.

Performance

Assets must:

- Ensure plant and equipment is designed, and hazardous materials controlled, to protect Employees and Contractors and the environment from potentially harmful exposures;
- Perform a Risk Assessment and document any controls required to manage exposure to hazardous materials before new materials are first used at the Asset; or a change to a process results in a new by-product;
- Perform a Risk Assessment on hazardous materials and by-products leaving the Asset to ensure they are managed to prevent uncontrolled losses;
- Maintain an Asset register of hazardous materials as well as a manifest of dangerous goods;
- Maintain Safety Data Sheets (**SDS**) for hazardous materials and make them accessible to all workers, the community and authorities if requested.

Risk Management and Controls

- Implement effective risk management strategies to manage threats by:
 - Engaging competent Employees and Contractors during the various stages of the process;
 - Identifying hazardous materials;
 - Assessing the threats of hazardous materials during storage, handling, transport and disposal;
 - Implementing hierarchy of controls through elimination, substitution, engineering controls, administrative controls and the use of personal protective equipment;
 - Segregating hazardous materials from incompatible materials;
 - Identifying by way of appropriate signage or labels all vessels, containers or pipes containing hazardous materials;
 - Locating vessels, containers, bulk stores and process areas containing hazardous materials within areas of adequate design and size to safely contain spills and allow for effective response to spills;
 - Qualitatively and/or quantitatively assessing exposures to hazardous chemicals to meet compliance requirements,
 - Reviewing and revising controls as necessary through a risk process and, as a minimum:
 - At least once every three years;
 - As and when changes are made to the SDS;
 - When a process or equipment that impacts on exposures is altered in any way.

Training and Competency

- Ensure Employees and Contractors are aware of the nature of the hazards to which they may be exposed and the means of assessing and controlling their exposures.