



## INTRODUCTION

SafeWork is a Glencore initiative aimed at all operations around the world. SafeWork is designed to help management, workers, and contractors eliminate fatalities, workplace incidents and improve safety performance. Every person who enters our operations has the right to finish their day and go home safely without incident or injury.

Kidd programs such as SafeStart, RAC, Work Permits, etc collectively fall under the safework umbrella. SafeWork involves the following fundamental components;

1. Life-Saving Behaviours
2. Fatal Hazard Protocols
3. Promoting courage in everyone to make safe choices
4. Consequence management for wilful violations of Life-Saving Behaviours

## 1. LIFE SAVING BEHAVIOURS

Analysis of fatal incidents within Glencore has revealed that just prior to the incident occurring, one or more of nine behaviors was not followed. These nine behaviours have been termed the Glencore Life-Saving Behaviours. Everybody must be familiar with these Life-Saving Behaviours and must abide by them at all times.

### **LIFE-SAVING BEHAVIOURS**

1. Always come to work drug and alcohol free.
2. Always use or wear critical safety equipment.
3. Always wear appropriate fall protection equipment when working above 1.8 metres.
4. Only operate equipment if trained and authorised.
5. Always isolate and 'test for dead' prior to working on energy sources.
6. Never modify or over-ride critical safety equipment without approval.
7. Always seek and obtain clear approval before entering mobile equipment operating zones.
8. Never enter Danger Zones.
9. Always report injuries and High Potential Risk Incidents

## 2. FATAL HAZARD PROTOCOLS

Fatal Hazard Protocols are designed to identify hazards and ensure that effective controls are in place. The Kidd Operations Site Risk Register identifies our catastrophic hazards, high hazard activities and significant risks that are managed through ensuring critical controls are in place.

All controls for the fatal hazard protocols are identified within the Kidd Operation Risk Register.

### **FATAL HAZARD PROTOCOLS**

1. Energy Isolation
2. Working at Height
3. Confined Spaces and Irrespirable / Noxious Atmosphere
4. Mobile Equipment
5. Ground / Strata Failure
6. Electrical Safety
7. Emergency Response
8. Lifting and Cranage
9. Fire and Explosion
10. Explosive and Shotfiring
11. Tyre and Rim Management
12. Inrush and Outburst
13. Tailings Storage Facility Management
14. Structural Failure
15. Shafts and Winders
16. Security Failure

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Version	Document Number	Page
1	KOP-HR-PLY-00002	1 of 2



**Critical Control:** a control that is crucial to preventing the event or reducing the event consequences such that its absence or failure would significantly increase the risk despite the existence of other controls. In addition it is totally independent of other controls and likely to arrest multiple causes or mitigate multiple consequences of an unwanted event.

Examples of Critical Controls are:

- Using a 5 point harness and tying off when working at height
- Locking and tagging out equipment that is being worked on
- Ensuring that people are not under a suspended load
- Deflating a pneumatic multi-piece wheel before removal

### 3. PROMOTING COURAGE

All of us within Kidd Operations are accountable to uphold and support the Life-Saving Behaviours. To accomplish this we promote the following:

- Ask questions, be involved, seek clarification as needed
- Challenge any behaviour which does not comply with Life-Saving Behaviours
- Support and coach others in implementing the Life-Saving Behaviours
- Identify hazards and assess risks
- Report all unsafe situations and take action
- If in doubt, stop the job; everyone has an obligation to stop any unsafe work

### 4. CONSEQUENCE MANAGEMENT

This document is intended to raise awareness and ensure that Life-Saving Behaviours and compliance with critical controls are adopted at all times. This requirements applies to all employees, contractors and visitors working at Kidd Operations.

Be aware of the Life-Saving Behaviours;

Comply with the Life-Saving Behaviours and the SafeWork procedures and requirements.

Ensure consistency and fairness in consequence management for violations of Life-Saving Behaviours

At Kidd Operations we all have a responsibility to work in a safe manner. There are activities, including equipment and processes, that pose a hazard or risk of serious injury that rely on personal actions or behavior as key controls. Workers can put themselves and their co-workers at great risk by failing to follow established controls and procedures around **high hazard activities** and fatal hazard protocols.

***The Discipline policy has been established such that when:***

- a) procedures identifying critical controls exist; and
- b) the individual was trained in the procedures and critical controls; and
- c) the individual clearly failed to follow the procedure in which they were trained.
- d) the individual did not abide by a life saving behaviour.

***A higher first level of discipline will be considered starting from five days off up to termination. This will be applied equally to all employees and contractors.***

#### **My Commitment**

I acknowledge that I have read and understand this document and acknowledge a personal commitment to work safely and in accordance to the information herein.

\_\_\_\_\_  
**Worker's Name (Please Print)**

\_\_\_\_\_  
**Payroll number**

\_\_\_\_\_  
**Crew**

\_\_\_\_\_  
**Worker's Signature**

\_\_\_\_\_  
**Date**

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Version	Document Number	Page
1	KOP-HR-PLY-00002	2 of 2