



PROJECT WHS MANAGEMENT PLAN

PROJECT: STACK RAISE INSTALLATION

LOCATION: KWINANA LITHIUM REFINERY

CLIENT: COVALENT LITHIUM

JOB NUMBER: COV-TEN-CON 514

**MAKING
THE
COMPLEX
SIMPLE**



Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



DOCUMENT ACCEPTANCE AND RELEASE NOTICE

WHS PROJECT MANAGEMENT PLAN APPROVAL

The signatures below certify that this management plan has been reviewed and accepted and demonstrate that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	NAME	SIGNATURE	POSITION	DATE
Prepared By	Haydyn Nissen		HSET Superintendent	19/05/2026
Reviewed By	Joshua Toth	 Joshua Toth (May 19, 2026 20:10:25 GMT+8)	Operations Manager	19/05/2026
Approved By	Mark Cowle		General Manager	19/05/2026

WHS PROJECT MANAGEMENT PLAN ACKNOWLEDGEMENT

The operational leadership team are required to have read and understood this WHS Project Management Plan for the works on the Project.

I have read and understand the obligations of myself and SRG Global in relation to the above plan for the site.

NAME	POSITION	SIGNATURE	DATE
Adam Riley	Shutdown Superintendent	 ARiley (May 19, 2026 21:00:49 GMT+8)	19/05/2026
Jordan Kirkby	Rope Access Supervisor	 J Kirkby (May 21, 2026 08:06:14 GMT+8)	19/05/2026
Paul Berry	Fabrication Supervisor		19/05/2026
Darren Price	Rigging Supervisor	 Darren price (May 21, 2026 10:36:42 GMT+8)	19/05/2026
Jacinta Jeffery	HSE Advisor	 Jacinta marie jeffery (May 21, 2026 12:51:04 GMT+8)	19/05/2026
Muhammad Ali	Engineer – QA/QC	 Muhammad Ali (May 21, 2026 12:51:04 GMT+8)	19/05/2026

Contents

1. INTRODUCTION	5
1.1. Project Work Health Safety Management Plan	5
1.2. Precedence	5
1.3. Health and Safety Policy	5
2. MANAGEMENT REVIEW	5
2.1. Covalent Lithium Kwinana Refinery – Stack Raise Installation	6
2.2. Project Information	7
2.3. Scope of Services	8
2.4. Description of proposed Works Under Contract (WUC)	8
3. PURPOSE OF THE WHS MANAGEMENT PLAN	9
3.1. Interface with other Project Plans and Procedures	9
3.2. Legal Obligations and Other Requirements	9
3.3. Maintaining Regulatory Compliance	9
4. PROJECT RESPONSIBILITIES AND ACCOUNTABILITIES	10
4.1. Visitors	15
4.2. Project Structure	15
5. PERFORMANCE INDICATORS AND TARGETS	16
6. ORGANISATION AND RESOURCING (SPAN OF CONTROL)	16
7. PROJECT WHS OBJECTIVES	16
7.1. WHS communication and consultation	16
7.2. WHS Project Documentation	17
8. SUB-CONTRACTED WORKS	17
8.1. Subcontractor Onboarding	17
8.2. Prequalification	18
8.3. Sub-Contractor Appointment and Review Process	18
8.4. Site Management Review	19
9. HAZARD IDENTIFICATION AND CONTROL	20
9.4. Hazard Categories	21
9.5. Hazard Reporting	22
9.6. Safe Work Method Statements (High-Risk Construction Work Only)	22
9.7. Job Hazard Analysis	23
9.8. Work Instructions	24
9.9. Personal Risk Assessment	24
9.10. Locating Existing Services	24
10. DISPUTE RESOLUTION PROCESS	26
10.1. Dispute Resolution Flow Chart	26
10.2. Employee Stop Work Authority	26
11. REWARD AND RECOGNITION	27
12. CHANGE MANAGEMENT	27
13. DOCUMENT CONTROL	28

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

13.1. Records	28
14. WORKPLACE INSPECTIONS	29
14.1. HSES Compliance and Management Systems Audits	29
15. INCIDENT REPORTING AND CLIENT REQUIREMENTS	30
15.1. Client Minimum Requirements	30
15.2. Client Incident Management	31
15.3. Incident Reporting Timeframes	31
15.4. Incident Corrective Actions	31
15.5. Reporting to External Stakeholders	31
16. INJURY MANAGEMENT	32
16.1. Injury Management Process Chart	32
17. SUPPORT	33
17.1. SRG Global Induction Requirements	33
17.2. SRG Global Project Induction	33
17.3. Site Orientation	33
17.4. Training and Competencies for Site	34
17.5. Supervisory Training	35
17.6. Leading Hands	35
18. HEALTH AND SAFETY REPRESENTATIVES (HSR)	35
18.1. WHS Committee	35
18.2. Role and Function of the Committee	36
18.3. Role and Function of the WHS Representatives	36
19. CONSEQUENCE MANAGEMENT	36
20. HEALTH SURVEILLANCE AND MONITORING	37
20.1. Occupational Hygiene Management	37
21. FITNESS FOR WORK	38
21.1. Alcohol and Other Drugs	38
21.2. Fatigue Management	38
21.3. Heat Management	39
21.4. Mental Health and Wellbeing	41
22. SITE ESTABLISHMENT	41
22.1. Site Facilities	41
22.2. Site Signage	41
23. PROJECT SPECIFIC REQUIREMENTS	41
23.1. SRG Global Critical Risks	41
23.2. Crane Operations	42
23.3. Electrical Safety	43
23.4. Elevated Work Platforms	44
23.5. Excavations	45
23.6. Forklifts and Telescopic Materials Handler	45
23.7. Hazardous Materials	46
23.8. Housekeeping	47
23.9. Permit to Work	47

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

23.10.	Isolation and Tags	48
23.11.	Journey Management	48
23.12.	Manual Tasks	48
23.13.	Personal Protective Equipment (PPE) requirements on site:	48
23.14.	Plant and Equipment	49
23.15.	Confined Spaces	50
23.16.	Security and Site Access	51
23.17.	Simultaneous Operations	51
23.18.	Traffic Management Plan	51
23.19.	Vehicles	52
23.20.	Working at Heights	53
23.21.	Rope Access (IRATA)	53
23.22.	Non-Destructive Testing (NDT)	54
23.23.	Working Near Water	55
23.24.	Working Alone	55
24.	EMERGENCY MANAGEMENT	56
24.1.	Project Preparedness	56
24.2.	Lightning Alerts	57
24.3.	First Aid and Medical Treatment	57
25.	RELATED TOOLS AND ASSOCIATED PROCESSES	59
26.	APPENDICES	59
26.1.	Appendix 1 Emergency Contact Information	60
26.2.	Appendix 2. Contractor Acknowledgement	61

1. Introduction

1.1. Project Work Health Safety Management Plan

This Project Work Health and Safety Management Plan (WHSMP) has been developed in conjunction with the Covalent Lithium's requirements.

It is owned and maintained by SRG Global to ensure the delivery of defined project outcomes and requirements as contained in the contract.

The document will be reviewed and amended to meet changed conditions or objectives during the project's life span.

Annual review of this plan must be undertaken by the responsible SRG Global representatives, the revised plan will be provided to Covalent Lithium upon completion of review.

1.2. Precedence

Where ambiguity is detected between the procedures and requirements in this plan and the Clients Management Systems, then the client's procedures will take precedence.

1.3. Health and Safety Policy

This PWHSMP is underpinned by SRG Global's Health Safety Environment and Quality Policy (COR-POL-0043) and supplements the WHS Management System Manual (COR-MMP-0006).

2. MANAGEMENT REVIEW

SRG Global is committed to the continuous improvement of its Health and Safety Management Systems (HSMS) through structured annual management reviews. These reviews ensure the system remains effective, aligned with risk profiles, and responsive to stakeholder needs.

The annual HSMS review will include, at a minimum:

- Assessment of the current risk profile to ensure effective hazard identification and mitigation.
- Review of stakeholder feedback to incorporate insights from employees, clients, and regulatory bodies.
- Evaluation of health and safety incident performance, identifying trends and areas for improvement.
- Verification of compliance with HSE commitments and regulatory requirements.
- Analysis of HSE audit findings to address non-conformances and enhance system effectiveness.
- Monitoring of KPI performance and trends to measure progress and drive continuous improvement.

As an outcome of this review, SRG Global will develop, implement, and communicate a Health and Safety Improvement Plan, ensuring proactive risk management and sustained safety excellence across all operations.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



2.1. Covalent Lithium Kwinana Refinery – Stack Raise Installation



PROJECT DETAILS

Client	Covalent Lithium		
Project Address	15 Mason Rd, Kwinana Beach WA 6167		
General Manager	Mark Cowle	Phone Number	0415 202 237
Operations Manager	Joshua Toth	Phone Number	0414 940 421
HSET Superintendent	Haydyn Nissen	Phone Number	0497 073 441

PROJECT TEAM

Project Superintendent	Adam Riley	Phone Number	0457 162 100
Rope Access Supervisor	Jordan Kirkby	Phone Number	0406 872 504
Fabrication Supervisor	Paul Berry	Phone Number	0455 599 800
Rigging Supervisor	Darren Price	Phone Number	0438 161 151
HSE Advisor	Jacinta Jeffery	Phone Number	0428 238 866
Engineer – QA/QC	Muhammad Ali	Phone Number	0491 641 535

2.2. Project Information

The objective of this project is to extend the existing two (2) stacks from a height of 48.5 metres to 97 metres to assist in the dispersion and/or reduction of odours emitted from the stacks. The Scope of Work includes the erection and installation of a new lattice frame structure (LFS) and stack extension to increase the overall stack height by 51.5 metres.

The works involve structural steel erection, lifting operations, pre-assembly activities, stack modifications, and associated mechanical installation works to facilitate the safe construction and commissioning of the extended stack structure.

Scope of Work as described in the Covalent Lithium Kwinana Refinery Calciner Off-Gas Stack Extension Project:

- Stick-built erection/installation of lattice frame tower structure (CHS) modules 1 in its final position
- Pre-assemble module 2 & 3 of the lattice frame tower structure at the nominated locations
- Erect modules 2 and 3 of the lattice frame and bolt the structures
- Leveling and resting pads/temporary support for assembly of module 2 and 3 vertically on ground near work site.
- Tail lift and make modules 4 and 5 in vertical orientation for lifting.
- Installation of pre-assembled (PAS) modules 4 and 5
- Installation of stack pipe and associated structure and supports
- Installation of grating platforms, ladders, handrails, and access systems
- Alignment, bolt tensioning/torquing, and final structural verticality checks
- QA/QC verification
- Survey verification and final certification
- Coordination with crane operations
- Provision of materials for temporary support, lifting, rigging etc.
- Cut and repair the bottom section stack duct flange. Weld the gusset plates on the stack duct at the bottom section

2.3. Scope of Services

The scope of works includes, but is not limited to:

- Provision of project services and subject matter expert advice;
- Quality, HSE and Risk management;
- Logistics, tooling and materials management;
- HR/IR management;
- Provision and management of project personnel;
- Planning and progress measurement;
- Provision and operation of management systems, tools and documents;
- Reporting and data capture;
- Mobilisation and demobilisation of project personnel.

2.4. Description of proposed Works Under Contract (WUC)

The scope of works includes, but is not limited to:

- Structural Mechanical and Piping Works
- Rope Access Works
- Fabrication Works
- Cranes and Lifting Works
- Commissioning Works
- General Project Services

3. Purpose of the WHS Management Plan

The purpose of this PWHSMP is to ensure all activities are properly facilitated, integrated and coordinated so as to deliver certainty to the objectives of the Project.

This Plan provides a holistic approach that:

- Advises how the project management team will comply with the requirements of the contract relating to execution;
- Defines the project objectives and targets of relevance to the execution phase;
- Describes constraints specific to the execution phase and the project in general;
- Describes the process for the identification and control of risks specific to the execution phase; and
- Details the proposed strategy for the execution phase, with particular regard to establishment resourcing, site organisation and execution controls.

3.1. Interface with other Project Plans and Procedures

The PWHSMP forms part of an integrated set of Management Plans and should be read in conjunction with these other plans.

- WHS Management System Manual ([COR-MMP-0006](#))
- Quality Management System Manual ([COR-MMP-0005](#))
- Environment Management System Manual ([COR-MMP-0007](#))

3.2. Legal Obligations and Other Requirements

SRG Global commits fully to working within all relevant legislation. Additional legislation may be applicable depending on the scope of the works. This will be reviewed as part of the project commencement, see Legal Compliance Requirements (COR-PRO-0016) and Legislative Compliance Register (COR-REG-0025). Legislation relevant to this Project includes, but is not limited to:

- Work Health & Safety Act 2020
- Work Health & Safety Regulations 2022

In addition to the legislation above, there are other requirements that SRG Global will work within, these need to be determined prior to the Project commencing. SRG Global shall maintain current published editions of required legislation and have them available on site for the duration of the project.

3.3. Maintaining Regulatory Compliance

Information related to legal obligations and other requirements applicable to the company are reviewed and communicated to the workforce. This will be undertaken during site specific inductions, toolbox talks, pre-start meetings and risk assessments.

4. PROJECT RESPONSIBILITIES AND ACCOUNTABILITIES

SRG Global will ensure that appropriate resources are available to manage this project safely and effectively. These resources include personnel as well as financial and physical resources. The responsibility of allocating these resources lies with the Operations Manager in consultation with Senior Management.

SRG Global shall ensure that:

- There is an adequate level of experience within management and supervision;
- There are enough trained and skilled workers to carry out that work; and
- Inspection, verification, and auditing are carried out in a timely and efficient manner.

Prior to commencement the project SRG Global will assess the personnel requirements and assign or recruit suitable employees to ensure the project is adequately resourced. The specific responsibilities for members of the SRG Global Project team are outlined below:

Position	Responsibility
Manager	• Displaying personal commitment to workplace health and safety and the protection of the environment; • Complying with the health, safety and environment laws applicable to the jurisdiction within which SRG Global is present and performs work; • Ensuring that SRG Global and its Personnel have access to appropriate and adequate resources relevant to promote and achieve SRG Global health, safety and environment aims expressed in this plan; • Ensuring that each SRG Global Operational Leaders are accountable for workplace health and safety and actively promote safe work practices; • At least annually, reviewing and consulting with SRG Global on health, safety and environment issues and improvement; and • Assisting the SRG Global HSE Advisor to implement, maintain and improve the WHS Management System.
Site Superintendent / Supervisor	• Management of operational activities on site; • Ensure Project Risk Assessments, Safe Work Method Statements (SWMS), Job Hazard Analysis (JHA's), Safe Work Instructions (SWI's) and Hazard reports are completed by all Project Team Members, signed, and reviewed; • Conduct or assist with pre-start and toolbox meetings; • Effective control of the work, resources, and work teams in accordance with the Management Plans; • Liaise daily with the client representatives; • Guiding and directing works regarding work activities; • Implementing the SRG Global WHSMP; • Using the Hierarchy of Controls in all activities to eliminate or minimise workplace and environment risks and hazards;

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



Position	Responsibility
	- Communicating with clients to eliminate or minimise risks and hazards; - Participating in the planning and design stages of trade activities; - Assist with arranging health, safety, environment and quality training for SRG Global and Personnel; - Leading by example and promoting sound health, safety, environment and quality practices at every opportunity; - Ensuring safe equipment and plant is available for and maintained by SRG Global; - Investigating hazards and ensuring that they are reported and corrective actions undertaken; - Carrying out project inductions, toolbox talks, prestart and other team meetings; - Monitoring and auditing SRG Global adherence to its approved health, safety, environment and quality requirements; - Assisting incident investigations and reporting to relevant stakeholders; - Attendance of health, safety, environment and quality meetings and programs; - Monitoring compliance with the SRG Global WHSMP, including SWMS; and - Liasing with Injury Management Team to assist SRG Global injured Personnel to return to their pre-injury duties as soon as practicable after any work-related injury.
Statutory Supervisor	- Allocating tasks to team members to carry out at the appointed place of work; - Ensuring workers have the right skills, knowledge and tools for the work; - Supervising and controlling workers and other persons at the appointed place of work (i.e. monitoring and inspecting work progress and compliance, ensuring safe work practices are occurring and work is carried out in accordance with procedures, SWMS, SWI's and JHA's); - If necessary, inspecting areas where workers and other persons travel to the appointed place for risks or hazards to those persons; - Taking steps to ensure, so far as is reasonably practicable, that workers and other persons are not exposed to risks or hazards in the appointed place of work, by; - Providing effective supervision to protect workers and other persons from risks to their health and safety from work carried out. This involves consideration of the type of work, frequency and method of supervision (ensuring their team is performing the task with appropriate controls in place and in accordance with the job steps required for the task); - The frequency of visiting the work site of each team will depend on the nature of the risk of the activity being performed and the experience of the work crew involved; - It is recommended that for physical work activities, supervisors should visit

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



Position	Responsibility
	the work site at least twice per shift to check all controls are in place per work pack documentation and that controls remain in place for the task duration; • Conducting regular workplace inspections for the identification of hazards and risks arising from 'housekeeping issues' and other safety hazards and ensuring appropriate controls are implemented and a safe work environment is maintained; • Providing written handover reports to the incoming supervisor in accordance with WHSR Regulation 630; • Cooperate with any reasonable policy or procedure of the HSE Management System that has been notified or reasonable instruction by the Mine Operator. WHSA Section 28, 29; • Carry out any other function conferred on the supervisor under the WHSMR. Those highlighted in red are statutory functions under WHSMR Schedule 26 clause 3(3).
Rope Access Technical Authority	• Define, implement and review rope access operations and safe systems of work; • Lead the development of IRATA training programs, offering technical expertise; • Maintain accuracy and currency of all IRATA technical and training procedures; • Participate in industry forums, workshops, and conferences to share knowledge and insights; • Assisting the IRATA Administrator with IRATA Membership requirements; • Audit rope access operations to ensure adherence to IRATA and SRG Global standards, addressing any identified gaps; • Provide guidance on the purchase and maintenance of Rope Access equipment necessary and personnel skills for job completion; • Implement and maintain EZid equipment traceability system; • Stay informed about current IRATA developments and technical standards; • Build strong multi-level relationships with the client; • Provide daily/weekly/monthly reports on rope access compliance as requested by management; • Lead the Asset Maintenance business in relation to compliance with IRATA; • Monitor company QA and Safety performance; • Report all rope access safety incidents to IRATA and SRG Global management in a timely manner; • Drives commitment to quality within the rope access project teams; • Liaises and assist the project teams in the investigation and expeditious resolution of incidents and issues; and • Ensure all rope access documentation meets SRG Global and Client policies and requirements.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



Position	Responsibility
Rope Access Supervisor (Level 3 Rope Access Technician)	• Comply with all SRG Global and Client HSEQ policies and procedures; • Ensure compliance with safety procedures and proper job setup; • Liaise with operational leadership, as required, throughout the day, to review workload; • Prohibit the use of defective equipment until it is repaired or replaced; • Set up a rope access system that ensures safe and efficient execution of the task; • Prepare for potential rescue scenarios and ensure all personnel understand the task-specific rescue plan before work begins; • Supervising and ensuring the safety and performance of the Level 1 and Level 2 Rope Access Technicians under their direction; • Maintain accurate safety and risk management documentation, including the Job Hazard Analysis, Rescue Plan, Permits, and any other required documentation. • Report all hazards, near-misses, incidents and injuries to the operational leadership team and • Always take personal accountability for own safety and be aware of the impact of your actions on the safety of others.
HSET Superintendent	• Reporting as required to SRG Global management on matters relevant to health, safety, and the environment; • Continually reviewing all systems and operations to ensure maximum efficiency and adherence to all health, safety, and environment laws applicable to the jurisdiction within which SRG Global is present and performs work; • Implementing and ensuring compliance with the approved health, safety, and environment policies and procedures relevant to SRG Global and the SRG Global Quality Management Manual; • Leading the implementation, communication, and continuous improvement of the SRG Global Work Health and Safety Management Plan (HSMP) across all project activities; • Maintaining oversight of training and competency assurance programs to ensure that all personnel are inducted, trained, and competent in accordance with HSMP requirements; • Monitoring adherence to the HSMP by conducting regular inspections, audits, and reviews and supporting operational leaders in meeting WHS obligations; • Reviewing and updating the HSMP and associated training frameworks as necessary to reflect changes in legislation, client requirements, or operational needs; • Providing leadership, guidance, and mentoring to project personnel to promote a strong safety culture and drive continuous improvement in HSE and training performance; • Collating and submitting SRG Global workers compensation and vehicle insurance information; • Providing to SRG Global suitable and current information regarding health and safety policies and practices;

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation



Position	Responsibility
	- Assisting SRG Global to undertake the proper and timely assessment of risks to Personnel health and safety and the environment; - Assisting SRG Global to develop, implement, and maintain strategies to eliminate or reduce risks to Personnel health and safety and the environment; - Assisting SRG Global to develop, implement, and maintain emergency procedures, first-aid facilities, safety signs, and relevant protective clothing and equipment; - Assisting SRG Global to report incidents to relevant authorities; - Assisting SRG Global to determine whether a workplace complies with health, safety, and welfare requirements for ventilation, temperature, lighting, sanitary, washing, and rest facilities; - Coordinating with the Injury Management Team to assist SRG Global injured Personnel to return to their pre-injury duties as soon as practicable after any work-related injury; - Maintaining accurate records and documentation; - Reviewing project plans and updating as required; - Investigating incidents and illness/injuries and initiating corrective and preventive actions; - Providing advice on HSE to all employees; - Participating in and undertaking regular site inspections and project audits as per the audit schedule; - Managing compliance with HSE legislation, regulations, and codes of practice; - Assisting SRG Global to comply with all applicable health, safety, and environment laws; - Arranging training and certification as required for SRG Global personnel; and - Completing Contractor End of Month Key Performance Indicator Reporting in consultation with the SRG Global Site Superintendent.
Project Personnel	- Follow agreed safe working practices and rules; - Make proper use of all appropriate safeguards, safety devices and personal protective equipment; - Making sure that the work area is safe when leaving it; - Report all known hazards, accidents, and incidents as soon as possible; - Comply with the requirements of the HSE legislation; - Consult with SRG Global about safety matters and comply with SRG Global's policies; - Attend pre-start meetings and toolbox talks to provide positive input in the interest of safety and productivity; and - Consult and co-operate with site supervision on any safety issues. - Subcontractors and visitors may be subject to audits as deemed necessary by the HSET Superintendent

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

4.1. Visitors

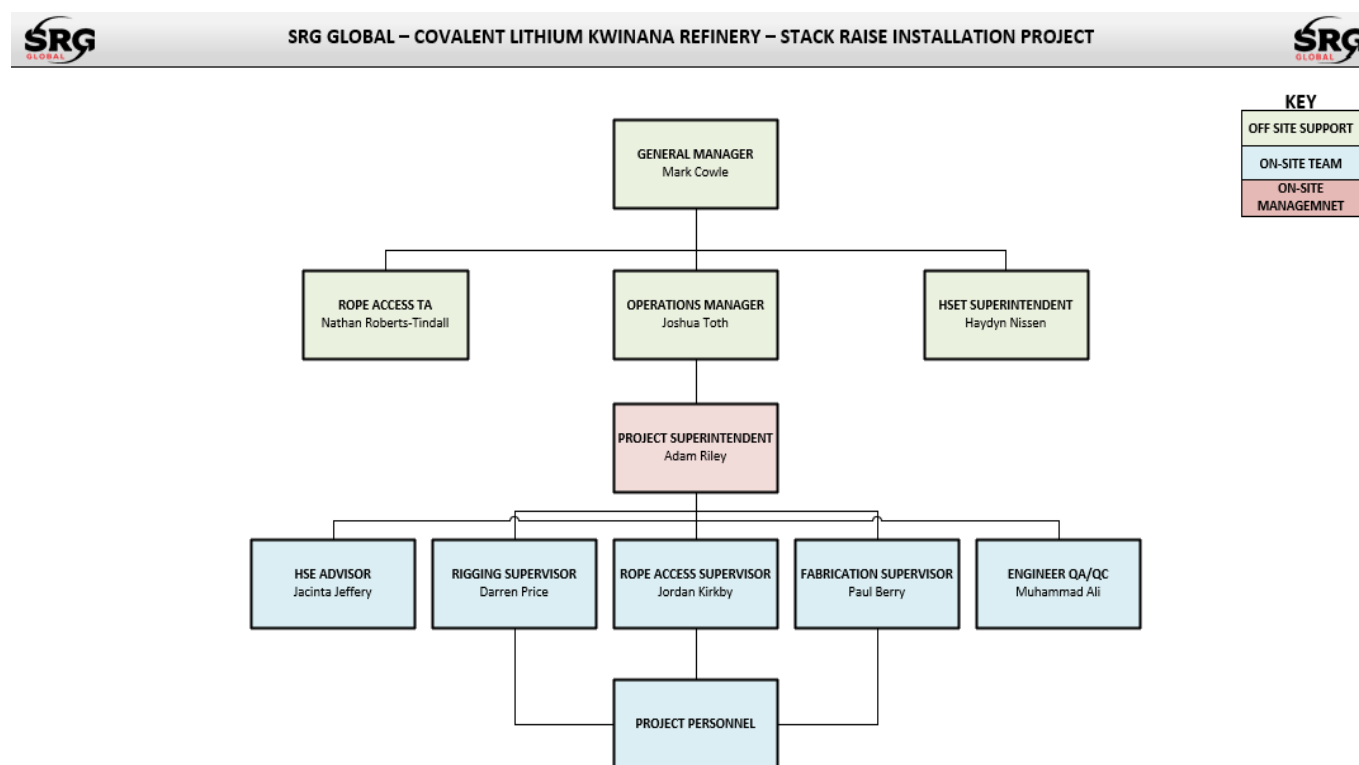
Visitors and other persons to SRG Global Projects have a responsibility to abide by our workplace safety rules and procedures.

These responsibilities include, but are not limited to:

- Take reasonable care for their own health and safety and for the health and safety of other persons.
- Comply with, so far as they are reasonably able, all reasonable safety directions provided by SRG Global staff.
- Report all safety related incidents to SRG Global staff.
- Not enter any restricted area without authorisation or escort.
- Not bring or consume alcohol or illegal drugs at an SRG Global workplace; and
- Not wilfully or recklessly interfere with SRG Global property.

4.2. Project Structure

The Project Organisational Structure is subject to change over the lifespan of the project, any changes will be reflected in the annual WHSMP review.



5. Performance Indicators and Targets

SRG Global will monitor and evaluate its health, safety and environmental performance and ensure that it identifies trends, measures progress, assesses compliance and drives continuous improvement. Health, safety and environmental performance must be measured and reported monthly against annual pre-determined targets.

Key Performance Indicators (KPI) will be established in conjunction with Covalent Lithium and will be communicated to all levels of SRG Global operations. KPI's will include, but not be limited to:

- Lost Time Injury Frequency Rate (LTIFR) of Zero (per million-resource hours worked);
- Total Recordable Injury Frequency Rate (TRIFR) of < 2.0 (per million-resource hours worked);
- 100% attendance rates to SRG Global Zero Harm Meetings;
- 100% Completion of required in-field leadership activities;
- 100% closure of actions arising from inspections, meetings, hazard reports and audits completed within scheduled timeframe; and
- 0% corrective actions arising from inspections, meetings, hazard reports and audits overdue at the end of the month.

The recording and reporting of progress towards these KPI's will be maintained in the SRG Global Safety Management System.

6. Organisation and Resourcing (Span of Control)

SRG Global will apply its span of control in accordance with the project scope of works, as requested by Covalent Lithium. If ratios are exceeded, SRG Global will conduct a documented risk-based assessment.

This assessment will consider Operational Leadership and Health and Safety support requirements, crew size, the nature of the scope of work, risk levels under its control, the remoteness of work locations, and the need for staff to work outside ordinary hours.

7. PROJECT WHS OBJECTIVES

7.1. WHS communication and consultation

SRG Global shall communicate and consult with all site personnel on WHS matters on a regular basis to raise awareness of WHS matters, and to disseminate WHS information to the project workforce via various forums:

Site Induction – The site-specific induction will outline the various project WHS risks, processes, procedures and expectations. A site orientation will also take place as part of this process.

Pre-start meetings – The purpose of these meetings is to ensure that personnel understand the scope of work to be carried out, team composition / movements, the hazards present and the required control measures. It is also a forum for providing feedback on and discussion of team and HSE performance on the previous shift. The Daily High-Risk Task will be included at each pre-start meeting held.

The pre-start meeting will be recorded by the SRG Global Supervisor on the SRG Global Pre-start Meeting Record and include a signed register of attendees at the meeting.

Toolbox Meetings – Toolbox meetings shall be held as a minimum of once monthly. Relevant subject matter to the project, will be presented at these forums, with discussion encouraged.

The Toolbox meeting will be recorded on the SRG Global Toolbox Meeting Record and include a list of subjects covered and include a signed register of attendees at the meeting.

Site notice board and office/crib room walls – Relevant WHS information (Safety Alerts, Meeting Minutes, Employee Assistance Program, Health Information etc) will be posted to these areas for general reference to site personnel.

Written Handover – The SRG Global Site Supervisor must prepare a written handover for the incoming shift to outline any health and safety issues, including the state of the mine workings and plant and any other matters that relate to health and safety, the incoming SRG Global Site supervisor must communicate the content of the report to the workers who are, or will be, working under that supervisor.

SIMOPS Meetings – SRG Global will attend all SIMOPS meetings facilitated by Covalent Lithium, actively participating in discussions, identifying potential safety conflicts, and providing necessary input. Key safety information and operational updates from these meetings will be communicated to the workforce to ensure alignment with safety procedures and minimise risks associated with concurrent work activities.

SRG Global senior management will actively engage in all required safety-related meetings, ensuring meaningful participation and contribution to health and safety initiatives. The involvement will span various critical forums, including but not limited to:

SRG Global Zero Harm Asset Maintenance Australia (Monthly HSEQT) – Focused on enhancing health, safety, environment, quality, and training standards.

7.2. WHS Project Documentation

At all areas where SRG Global operates the following documentation will be displayed and readily available to project personnel.

- Health Safety Environment and Quality Policy
- Work Health and Safety Management Plan
- Emergency Management Plan
- Emergency Contacts Page (Appendix)
- Emergency Evacuation Plan
- Incident Notification Details
- Return to Work Information
- Issue Resolution Information
- Employee Support Information

8. SUB-CONTRACTED WORKS

The contractors intended to be used on this site are listed in a table below which may be added to as the project develops. SRG Global will ensure that these contractors provide a Risk Assessment for their specialised works, and that SRG Global shall review and approve the Risk Assessment prior to works being undertaken.

All Contractors are required to complete a Contractors Acknowledgement Form, which can be found in Appendix 2. of this Management Plan and stored in the Project file.

8.1. Subcontractor Onboarding

The process for Subcontractor onboarding is broadly outlined below:

- Select the Subcontractor based on capability to complete scope.
- Request for Quote based on the scope.
- Critical Subcontractors to complete and submit Vendor Prequalification Questionnaire
- WHS required information to be provided as required by the Subcontractor, i.e.:
 - Personnel Qualifications
 - VOC's

- SWMS
- Plant Risk Assessments
- Plant Maintenance Records
- Any client requirements (inductions)
- All information collected and maintained.

Prior to commencing work, subcontractors will be given the opportunity to review and comment on the project CRAW. This is to ensure they understand the contract risks and controls. Where appropriate, additions should be made to encompass their activities if not already covered in the CRAW, these reviews are to be noted on the CRAW.

Subsequent workshops shall be held when new subcontractors where appropriate to review and develop safety controls for the works. Sub-contractor performance will be monitored via the use of Task Observations, SWMS reviews and at project completion as required, the use of the Vendor Assessment Tool.

8.2. Prequalification

Contractors are required to complete a pre-qualification questionnaire, once reviewed, the sub-contractor may be approved for use.

As part of the prequalification process all contractors will be asked to provide the following information prior to arrival to being engaged for works:

- Completed Prequalification Questionnaire; (COR-FRM-0085)
- Management Systems (as required)/Safe Work Method Statements/JHA's;
- Current copy of both Employees Compensation and Public Liability certificates;
- Training details for all staff on site including any necessary VOCs for high-risk tasks;
- Relevant equipment registers (Rigging/lifting, electrical and fall protection);
- All necessary certification for any plant and equipment on site along with risk assessments; and
- SDS's and register for all chemicals to be bought on site.

8.3. Sub-Contractor Appointment and Review Process

The Safe Work Method Statements / JHA's supplied by the Contractor will be reviewed by the SRG Global Project Superintendent and if acceptable the Contractor appointed to carry out the works.

The review of a contractors SWMS / JHA is to be consistent with Covalent Lithium or Federal Safety Commission (if applicable) requirements, the documents reviewed must provide the following minimum information:

- Details of the project, project reference number, address and project name;
- Date of the assessment and ensure that the SWMS / JHA is project specific;
- Description of the work activity or task to be undertaken;
- Hazards identified and are the controls adequate according to the risk rating;
- Controls in place to eliminate or minimise the potential hazards in order of priority according to the hierarchy of control;
- Person responsible for implementing the controls; and
- Page for contractor employees to sign off acknowledging understanding of the CRAW/TBRA/JHA/SWMS.
- All contractor risk assessments are to be reviewed and signed by the Project Superintendent.

All contractor risk assessments are to be reviewed utilising the SWMS - JHA Review Form (COR-FRM-0040) and signed by the responsible manager for a project.

8.4. Site Management Review

SRG Global will establish and implement an inspection, surveillance and auditing programs for contractors and suppliers. These programs shall be consistent with the type and extent of control to be exercised over each supplier/contractor determined at the time of raising purchasing documentation.

Prior to work

Site Superintendents and/or Supervisors shall review the worksite with the contractor prior to works being commenced.

During the activity

Supervisors SRG Global or the Sub-contractor must undertake daily inspections of areas and activities where high-risk construction activity tasks are being conducted and hazards identified must be reported to the Responsible Manager.

Weekly

Site Superintendents and/or Supervisors shall review the worksite weekly with the contractor whilst the activity is being carried out.

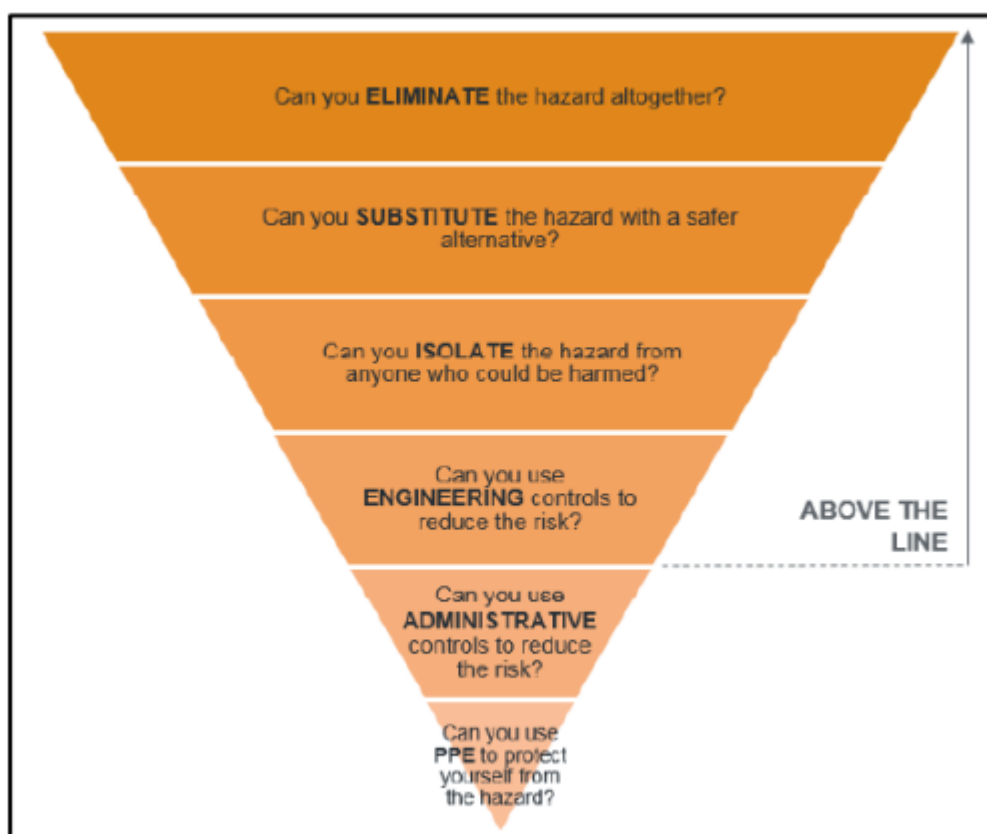
9. HAZARD IDENTIFICATION AND CONTROL

9.1. Risk Assessment

The purpose of a WHS risk assessment is to ensure that, for any identified hazards, appropriate control measures are implemented in order to protect employees, contractors and visitors from risks to their health, safety and welfare.

Control measures for WHS hazards should be implemented as required using the following hierarchy of control, in order of preference these measures relate to:

- Elimination (removal of the hazard)
- Substitution (substitute the hazard for something which is less hazardous e.g. replace a hazardous chemical with one which is not hazardous)
- Isolation (isolate the hazard from people e.g. place a noisy piece of equipment in another location)
- Engineering (e.g. guarding on machinery)
- Administrative (e.g. provision of training, policies and procedures, signage)
- Personal protective equipment (e.g. use of hearing, eye protection, high visibility vests)



9.2. Risk Register and Critical Risk Assessment

A Risk Register and/or Critical Risk Assessment Workshop (CRAW) will be completed for the project and will be reviewed annually and when required during the project. The CRAW will identify the major work activities and their corresponding risks and controls for the project.

This requires consultation with the Site Superintendent and/or Supervisors and workers who will be undertaking the tasks on site. The use of resources such as codes, standards, industry publications, workplace experience and consultation will also be considered to assist with hazard identification.

On completion, the risk register / CRAW must be submitted to Covalent Lithium for review and endorsement.

9.3. Safety in Design

SRG Global will obtain a written Safety in Design report from Covalent Lithium that specifies residual construction hazards.

A risk assessment shall be undertaken at the design stage with respect to safety to identify, assess and manage identified risks and specifically include:

- HSE constructability issues that may arise during construction.
- Design elements of the asset that need to be inspected and maintained.

This assessment shall be documented using the Risk Register which shall be included in the project risk assessment. Each of these elements shall then be analysed to determine the level of risk.

Where risks are of an acceptable level, no further action is required. Where risks are unacceptable, options shall be evaluated to remove or mitigate them to an acceptable level. The risk assessment shall review the safety with due regard for the construction team building the asset; the maintenance and operations personnel that will ultimately run or service the asset; and third parties that may come in contact with the asset.

Safety in Design will be conducted by competent professionals and contractors and reviewed by an independent verifier and certified as structurally safe.

Should there be design changes during the construction process then a risk assessment shall be conducted to ensure any new hazards are identified and controlled. These risk assessments shall be communicated to the project in accordance with the SRG Global Consultation and Communications Procedure. Where the project identifies the need for design change or modification, this will be managed by the SRG Global – Change Management Procedure.

Where SRG Global has no input into design, then SRG Global shall:

- Request the safety in design risk assessment from the client and incorporate it into the project risk assessment register.

Where no safety in design risk assessment can be provided, then a risk assessment shall be conducted on the design in the pre-construction phase, which will be included in the project risk assessment. The CHAIR (Construction Hazard Assessment and Implication Review) process may be used to assist in this process.

9.4. Hazard Categories

The following is a list of the hazards that SRG Global has identified arising from work activities. These hazards are addressed within the Risk Register and noted on the risk register.

- | | |
|-------------------------------------|-------------------------------------|
| • Access & Egress | • Mobile plant |
| • Uneven Ground | • Isolation |
| • Scaffolding erections/dismantling | • Fatigue Shift work/hours of works |
| • Fumes/gases | • Fire |
| • Flying/falling objects | • Heights and falls |
| • Hazardous Substances | • Hot/cold environment |
| • Hot Works | • Manual handling |
| • Machinery/equipment guarding | • Dust |
| • Noise | • Inclement Weather incl Floods |

- Crane works
- Access for Emergency Vehicles
- Pollution control
- Construction Traffic Management

9.5. Hazard Reporting

All hazards may have the potential to cause injury, damage to plant and equipment or the surrounding environment, every identified hazard shall be reported to the SRG Global Site Superintendent and/or Supervisor as soon as reasonably practicable;

- The person who identified the hazard is to control the hazard (where practicable).
- If this is not possible, the SRG Global Site Superintendent and/or Supervisor is to as soon as reasonably practicable implement controls to effectively control the hazard.
- Employees are authorised to and must cease work if they honestly and reasonably believe that performing the work will expose them, another person or the natural environment to a risk of injury or harm.
- If work is ceased for this reason, return to work shall only be authorised following the completion of the appropriate risk management process.

Hazards are recorded using SRG Global's centralised Safety Management System, which incorporates formal workflows and an escalation process to ensure hazards are actioned in a timely and systematic manner.

SRG Global is committed to reporting all hazards and will comply with any client specific requirements.

9.6. Safe Work Method Statements (High-Risk Construction Work Only)

Safe Work Method Statements (SWMS) must be developed for any task on the project that includes high-risk construction work (as defined in the below table).

SRG Global must maintain a project / operational specific register for all SWMS to ensure risk assessment documentation is being monitored and reviewed in accordance with the SRG Global Operational Hazard and Risk Management Standards.

The following steps will ensure all works are conducted in a safe and efficient manner:

1. SWMS are available on the work front to assist with hazard identification.
2. Employees must review the SWMS to ensure that the safe procedure for the work is understood.
3. Where hazards exist, which have not been identified in the SWMS, they must be listed on a Personal Risk Assessment or the JHA.
4. The SWMS must be reviewed utilising the SWMS-JHA Review form (COR-FRM-0040) and approved prior to any works commencing.
5. Supervisor to sign the SWMS prior to work commencing.
6. Employees are required to sign the back page of the SWMS to acknowledge that they have read and understand the safe system of work and agree to comply with it.
7. The SWMS must be reviewed monthly by the workgroup and when changes to the work or the work environment have been identified.

If it is identified that work is not being carried out in accordance with the SWMS, then the work must be stopped immediately or as soon as it is safe to do so. Work must not recommence until controls in the SWMS are implemented or the SWMS is reviewed and updated to ensure the work can be undertaken safely.

9.6.1. Safe Work Method Statements (Description of High-Risk Work)

Description of High-Risk Work	Description of High-Risk Work
Involves a risk of a person falling more than 2 metres	Work carried out on a telecommunication tower
Involves demolition of an element of a structure that is load bearing or otherwise related to the physical integrity of the structure	Involves, or is likely to involve, the disturbance of asbestos
Involves structural alterations or repairs that require temporary support to prevent collapse	Carried out in or near a confined space
Carried in or near a shaft or trench with an excavated depth greater than 1.5 metres, or a tunnel	Involves the use of explosives
Carried out on or near pressurised gas distribution mains or piping	Carried out on or near chemical, fuel or refrigerant lines
Work carried out on, in or adjacent to a road, railway, shipping lane, or other traffic corridor that is in use by traffic other than pedestrians	Is carried out in an area at a workplace in which there is any movement of powered mobile plant
Carried out in an area in which there are artificial extremes of temperature	Carried out in or near water, or other liquid that involves a risk of drowning
Involves diving work	Carried out on or near energised electrical installations or services
Carried out in an area that may have contaminated or flammable atmospheres	Involves tilt-up or precast concrete

9.6.2. Rescue Plans

As SWMS are developed for activities that are considered high risk, planning must be in place to enable a response to be carried out should an emergency occur. A rescue plan template is attached to all SRG Global SWMS and is used as a guide to enable those involved with the development of the SWMS to plan a response if need.

A rescue plan must be completed when the work has been deemed as High Risk.

- The rescue plan will be reviewed and form part of the SWMS; and
- All workers engaged in the task are to be consulted and must agree to the rescue method selected.

9.7. Job Hazard Analysis

A Job Hazard Analysis (JHA) is a risk management tool used to systematically identify hazards and implement controls for specific tasks.

A JHA must be performed under the following conditions:

- When the Supervisor determines that a JHA is necessary.
- When a task is non-routine or complex.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- When no existing Work Instruction is available for the task.
- When a client specifically requests a JHA as part of their safety requirements.
- When an existing Work Instruction is outdated or inadequate and requires revision.
- When a permit is required.

A JHA must be completed for all site field activities and remains valid for seven (7) days from the date of issue. Photocopied or generic JHAs are not acceptable; each JHA must be specific to the task and site conditions.

JHAs must include hold and pause points to allow for reassessment during critical stages of the task.

SRG Global must establish a formal process to manage JHA documentation, ensuring that all issued and completed JHAs are properly recorded and retained for future reference.

9.8. Work Instructions

A Work Instruction is a formal and structured risk management document designed to minimise the risks associated with routine and high-risk tasks. These documents provide clear, consistent, and systematic guidance on the safe execution of specific tasks, ensuring that risks are reduced to As Low As Reasonably Practicable (ALARP).

Work Instructions should be developed for:

- High-risk tasks that could result in severe consequences if not properly managed.
- High-frequency tasks, where repeated exposure to hazards increases the likelihood of incidents.
- Low-urgency, high-impact tasks, where infrequent but critical operations require strict procedural adherence.

To create an effective Work Instruction, a Job Hazard Analysis (JHA) must first be conducted. This process identifies potential hazards and determines the necessary controls to mitigate risks. These identified controls serve as the foundation for the Work Instruction.

Work Instructions must detail:

- How the task will be completed;
- People involved in the task;
- Equipment to be used for the task;
- Management of change during completion of the task; and
- A measure to manage risks associated with activities.

Work Instructions may also exist in the form of Standard Operating Procedures (SOPs) when they are applicable across multiple operations or departments.

9.9. Personal Risk Assessment

SRG Global employee's and sub-contractors will be provided a Personal Risk Assessment Control Booklet that they must keep with them when performing works. This booklet contains simple forms that ask the employee key questions about the safety of a task and allows them to identify the hazards involved. Alternatively, if the client grants approval, Personal Risk Assessments may be completed using the electronic Safety Management System. All employees are encouraged to complete these several times a day, whenever they conduct a task outside of their normal routine or as a tool to identify changes to their work area.

9.10. Locating Existing Services

Prior to works commencing, a comprehensive Dial before You Dig advice will be undertaken noting any/all underground and overhead existing services. These services will be noted on a site plan which will be held in the site office for the duration of the project.

All locations will be marked prominently, and a plan shall be provided to any/all sub-contractors before works start on site. SRG Global will provide written confirmation to Covalent Lithium that these actions have been completed.

Identified Services for site:

- Water services.
- Gas services.
- Air services.
- Sewerage/drainage services.
- Fuel services.
- Telephone services.
- Electrical services - high or low tension.

Locating Existing Services - Survey Example:



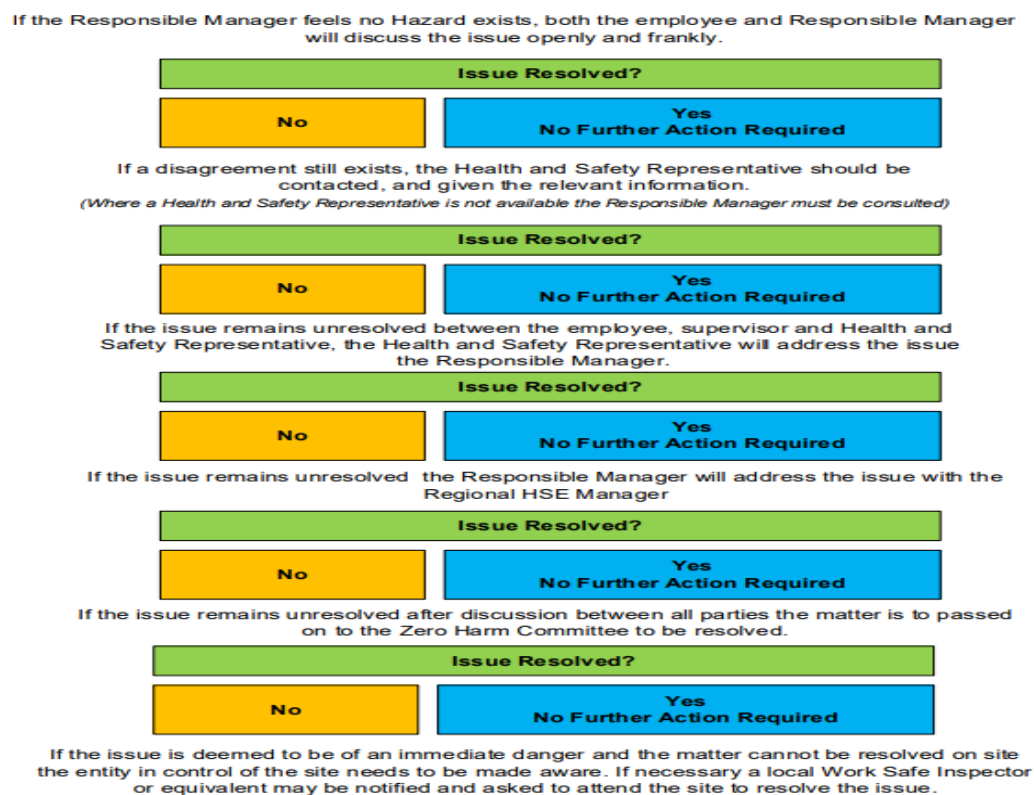
10. DISPUTE RESOLUTION PROCESS

If a dispute regarding health, safety or the environment arises between any SRG Global personnel, then that dispute must be resolved lawfully having regard to the laws applicable to the workplace and SRG Global.

Personnel are advised of the dispute resolution process during the SRG Global Zero Harm in Practice Induction, dispute resolution outcomes will be communicated during communication and consultation activities (e.g. Pre-Start Meetings, Toolboxes, Written Reports).

10.1. Dispute Resolution Flow Chart

If reasonable efforts have been made to resolve an issue and it remains unresolved, any party to the issue can ask the relevant regulatory body to appoint an Inspector to assist in resolving the matter.



The dispute resolution flow chart must be displayed in all SRG Global owned facilities (e.g. Offices and Crib Rooms).

10.2. Employee Stop Work Authority

All employees of SRG Global have a responsibility and are authorised to call a “stop work” when they observe an unsafe condition or behaviour that has the potential to cause injury, damage to plant and equipment or the surrounding environment.

These situations may include, but are not limited to the following:

- Change in conditions
- Changes to scope of work or work plan
- Emergency situations

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- Equipment used improperly
- Lack of knowledge, understanding or information
- Near-miss events
- Unsafe conditions
- If another employee initiates a SWA

If an employee observes a process that is not being followed correctly or notices at-risk behaviour going on:

- They can call a quick time-out (STOP).
- Confer with employees involved with the activity.
- Confirm a safe way to continue.
- Report the potential hazard and the actions taken.
- Where an agreement cannot be reached inform the SRG Global Site Superintendent and/or Supervisor.

If a Stop Work Authority has been exercised, the SRG Global Site Superintendent and/or Supervisor must immediately notify their relevant Covalent Lithium representative that work has stopped and the reasons for stopping the work.

The Covalent Lithium representative will work with the SRG Global Site Superintendent and/or Supervisor to resolve any issues and reach consensus to ensure the safe resumption of work at the same location or assign other duties.

11. REWARD AND RECOGNITION

SRG Global has established the SRG Global Champions Award to recognise employees who have gone above and beyond. The program marks the achievements and contributions of the many employees who have extended their efforts beyond the day-to-day performance of their duties which contributes to the success of SRG Global.

The award is a peer-to-peer based recognition program that encourages and empowers all employees to recognise the contributions of others which are linked to the SRG Global beliefs:

- Live for the Challenge;
- Smarter Together;
- Never Give Up; and
- Have Each Other's Backs.

Approved nominations are submitted and reviewed by senior management personnel and recognition by way of certificate and gift cards is provided quarterly.

12. CHANGE MANAGEMENT

SRG Global's Change Management Procedure manages risks associated with permanent or temporary major changes to the organisation, modifications to equipment, plant, materials, and changes to applicable laws and regulations that may impact the health and safety of SRG Global employees, the environment, project delivery, equipment integrity, or the company's reputation.

Where a change on the project triggers the activation of the Change Management Procedure, the project risk register will be updated to include the relevant hazards, risk assessments, and controls, and this information will be communicated to all affected personnel onsite. Changes that affect work methods, resources, site conditions, or control measures at the project level, but do not meet the threshold for formal change management activation, will be managed using project safety management tools, including updating the CRAW (Critical Risk Activity Worksheet), Safe Work Method Statements (SWMS), Job Hazard Analyses (JHAs), and/or other applicable safety documentation as required.

Revisions and updates to project SWMSs will typically be used to formally document changes to activities, methods, or control measures. Minor changes to specific activities, crews, or controls may be documented on Personal Risk Assessments, provided minimum requirements outlined in the project CRAW are maintained.

Changes impacting resources, tasks, tools, plant, or equipment will also require an assessment of any additional training, competency requirements, and resource needs. SRG Global will ensure that personnel are suitably trained and competent prior to undertaking any new or modified work activities associated with changes.

Any changes required to be reviewed and endorsed by Covalent Lithium, such as the introduction of prohibited or restricted items, long-term roster alterations, or deviations to major hazard management requirements, must be managed in accordance with Covalent Lithium's Change Management Procedure.

13. DOCUMENT CONTROL

SRG Global maintains a Controlled Document Management System (CDMS) accessible via the SRG Global intranet. The control of documents and records is conducted in accordance with ISO 9001 requirements, ensuring that only authorised employees designated as "Document Controllers" have the ability to edit or amend controlled documents.

All changes to controlled documents must be approved by the appropriate level of management prior to release. Once approved, changes are distributed to all project sites and formally communicated to employees to ensure the latest revisions are implemented and understood across operations.

SRG Global provides clients with copies of the current approved site-specific document versions and will undertake formal reviews of these documents when required. Reviews are triggered by changes to project scope, client requests, outcomes from incident investigations, or where deficiencies in the system are identified that necessitate updates.

All SRG Global employees have access to the intranet and the Controlled Document Management System (CDMS) to retrieve and reference controlled documents as required. To support employee competence in document access and navigation, microlearning modules are available through the SRG Global Training Portal, providing guidance on how to effectively utilise the available resources.

13.1. Records

Business Records which are generated are in either hard copy or electronic form and must be filed and archived in such a way that they remain easily retrievable for the periods specified by management, contract, or legislation. Records may include by are not limited to the following:

- WHS Documentation
- Job Hazard Analysis
- Safe Work Method Statements
- Checklists
- Registers
- Training Records
- Equipment Testing Records
- Inspections

For specific document retention time frames, refer to Appendix 3 of the Document Develop and Control of Records Procedure.

14. WORKPLACE INSPECTIONS

Regular informal (non-documented) and formal (documented) inspections of work areas on site will be conducted for any potentially high-risk activity.

Inspections will focus on identifying non-compliant conditions or behaviours. Any non-compliant conditions or behaviours identified shall be tracked utilising the SRG Global HSE Event Management System (MyOSH) and escalated to the responsible Covalent Lithium Representative.

Any hazardous situations identified shall be rectified or controlled to an acceptable level prior to personnel commencing works. Results of any non-compliant issues shall be discussed at either the next pre-start meeting or toolbox meeting.

The following table summarise the HSE items to be inspected throughout the project via SafetyCulture, including the person(s) responsible and frequency of inspection.

Key Performance Indicator (KPI)	Target
Field Leaderships completed daily by Site Superintendent / Site Supervisor	1
Workplace Inspections completed daily by Site Superintendent / Site Supervisor	1
Hazard Reports completed collaboratively on each active site per month by all Project Personnel	10
Critical Control Verification (CCV) completed on each active site per month by Site Superintendent / Site Supervisor	1
Visible and Active Leadership completed per month by Senior Management	1
Work Health and Safety Inspection completed per quarter by HSET Superintendent	1

Operational health, safety and environmental key performance indicators must be measured and reported against monthly to the senior management team to ensure compliance.

SafetyCulture training is available for all operational leaders through the MyOSH learning module.

14.1. HSES Compliance and Management Systems Audits

The standard company HSEQ Site Compliance Audit form is used to verify the SRG Global compliance to agreed safety systems. The frequency and scheduling of these audits is documented below.

Audit Type	Frequency	Lead Auditor
HSES Management Systems	Annually	HSE Superintendent
Critical Controls	Annually	HSE Superintendent
Health and Hygiene Management	Every 2 Years	HSE Superintendent

Internal HSEQ Audits will be conducted by the HSET Superintendent. Internal Audits will be conducted by suitably qualified auditors that have nationally accredited qualifications and experience in Internal HSEQ Auditing.

The purpose of these audits is to ascertain whether the management systems have been effectively implemented and maintained as per the ISO 45001, 9001, 14001, standards, legislative and project specific requirements.

Project audits may be conducted on a more frequent basis depending on the outcomes of the previous audits or for example when an incident has occurred from a system failure.

14.1.1. Corrective Action Management and Monitoring

Where shortcomings are identified through audits or inspections, corrective actions are raised in the MyOSH Safety Management System. Each corrective action is assigned a responsible person, a due date, and appropriate resources to ensure timely implementation.

Progress against corrective actions is monitored through fortnightly review meetings, where action owners provide status updates and supporting evidence of implementation. The HSET Superintendent oversees the tracking and escalation of overdue actions, ensuring effective closeout.

Corrective actions remain open in the MyOSH system until evidence is provided to demonstrate that the action has been fully implemented and the associated risk effectively mitigated. The closure of each corrective action is verified by a suitably qualified HSEQ professional before formal closeout in the system.

14.1.2. Reporting of Corrective Action Status

Audit findings, action plans, and closeout evidence will be submitted to the respective Covalent Lithium representative upon request or within agreed reporting timelines.

15. INCIDENT REPORTING AND CLIENT REQUIREMENTS

The SRG Global Site Superintendent and/or Supervisor is to be notified as soon as practicable in accordance with the SRG Global Incident Reporting and Investigation Procedure. The Responsible Manager and HSET Superintendent is to be notified as soon as practicable in accordance with the Incident Reporting and Investigation Procedure.

It is the HSET Superintendents responsibility to determine the level of investigation required to ensure that the causes of the event have been determined and actions put in place to prevent reoccurrence. The SRG Global MyOSH Event reporting system is used to capture all incident information, mitigation actions are also managed through this system.

All P1 and P2 events are to be investigated utilising the Incident Cause Analysis Method (ICAM) with the assistance of the HSET Superintendent.

15.1. Client Minimum Requirements

SRG Global must implement Covalent Lithium's Incident Event Management Procedure including:

- The activity must stop, the area made safe, and the work area is preserved whilst evidence is gathered for investigation purposes.
- All work is to be discontinued following any significant incident as soon as it is safe to do so. Work must not resume until all temporary actions have been implemented, and approval provided by Covalent Lithium.

For all incidents, SRG Global must immediately notify their Covalent Lithium representative by phone and provide immediate known details. SRG Global must:

- Notify Covalent Lithium as soon as reasonably practicable, within the shift in which the incident / event

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

occurred of all incidents.

- Complete an initial incident summary and send an email to Covalent Lithium, within the same shift of the incident occurring; and
- Conduct an appropriate level incident investigation in accordance with the Incident Event Management Procedure and required timeframes.

For Recordable Injuries and Significant Incidents:

- Send a draft ICAM within seven (7) days of the date of the incident for Covalent Lithium to review the progress.
- Prepare the Covalent Lithium significant incident ICAM presentation and submit to the principal for review within ten (10) days of the date of the incident.

In addition, Covalent Lithium reserves the right to conduct investigations for an incident. SRG Global must commit to assist in this regard as required in a timely fashion.

15.2. Client Incident Management

SRG Global must maintain a register of all incidents occurring within its work scope and if required present trend analysis to Covalent Lithium as a part of the contractor incident review meetings.

15.3. Incident Reporting Timeframes

All incidents are required to be reported, investigated, and closed out in accordance with the Incident Event Management Procedure. All supporting information used in the incident investigation is to be submitted to Covalent Lithium.

15.4. Incident Corrective Actions

SRG Global must ensure that during the corrective action development process ensures the hierarchy of controls are considered for each action, and as a part of the investigation report. For significant incidents, at least one hard control must be developed and implemented as a corrective / preventative action.

SRG Global must provide an outline of all alternate corrective actions which were considered and reasoning as to why those corrective actions could not be implemented to mitigate recurrence. SRG Global must provide evidence of action close out.

15.5. Reporting to External Stakeholders

There are reporting requirements to external stakeholders (i.e.: DEMIRS, ONRSR, WorkSafe) under various Acts and Regulations.

- For all notifiable incidents, the Person Conducting a Business or Undertaking (PCBU) is responsible for determining who is responsible for notifying the regulator.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

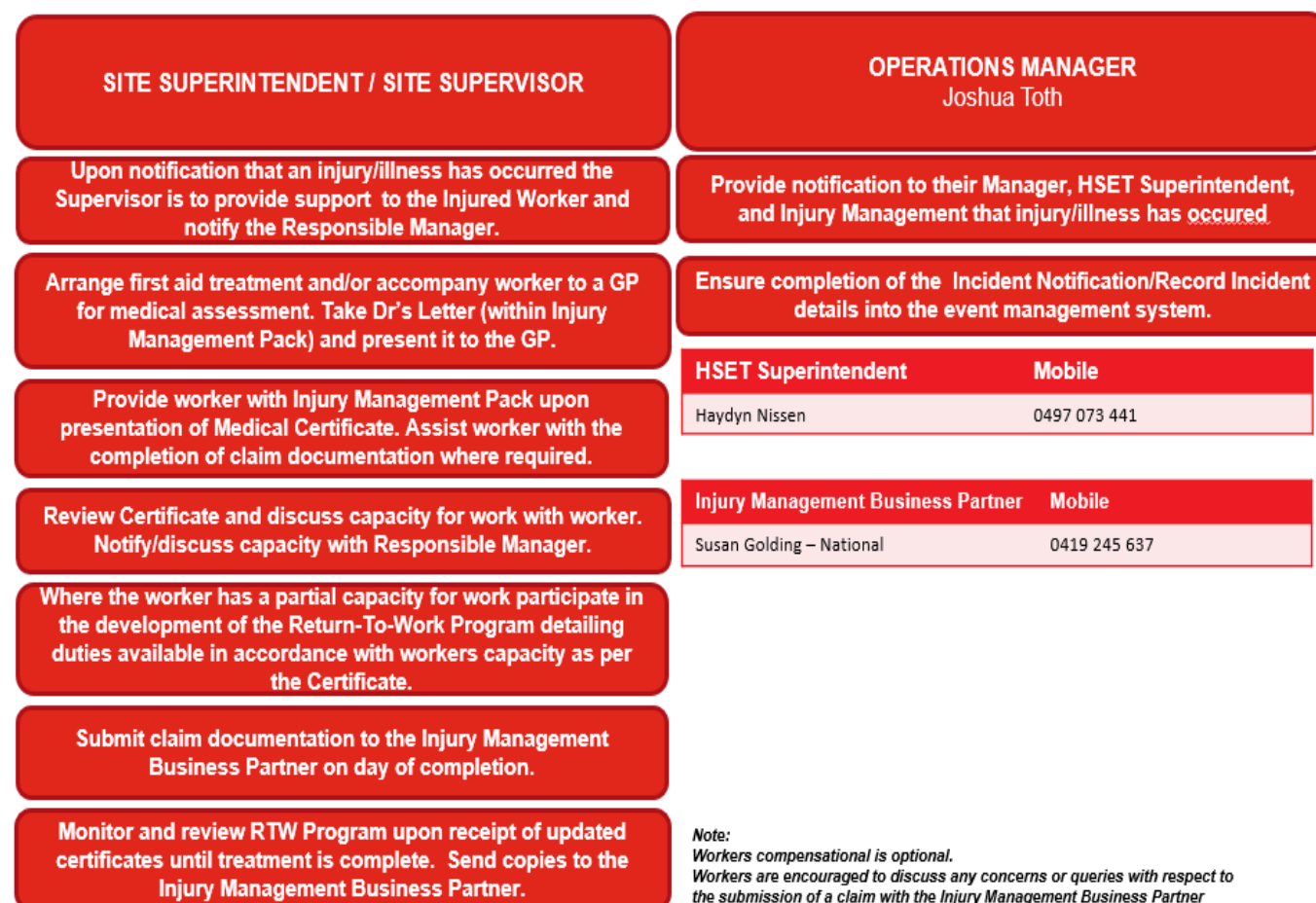
16. INJURY MANAGEMENT

The SRG Global injury management process includes, but is not limited to:

- Onsite medical response and support (e.g. first aid trained personnel);
- Offsite medical referral and support;
- SRG Global facilitated injury management and return to work coordination;
- Confidential records management; and
- Workers compensation management.

SRG Global must comply with the provisions of the Workers Compensation and Injury Management Act 2023 (WA) and all other legislation relevant to workers who suffer injury in the course of work.

16.1. Injury Management Process Chart



17. Support

SRG Global will ensure that appropriate resources including personnel as well as financial and physical resources are available to safely and effectively manage this project by ensuring;

- There is an adequate level of experience within management and supervision.
- There are enough trained and skilled workers to carry out that work.

The responsibility of allocating these resources lies with the Operations Manager, in consultation with Senior Management.

17.1. SRG Global Induction Requirements

All SRG Global employees and contractors working on site are to complete the required SRG Global and Covalent Lithium inductions. All inductions identified on the training needs analysis relevant to the occupation must be completed before an employee commences work on site.

- **Visitor** - A visitor is any person coming to site who is not carrying out physical work using tools and equipment, they shall undergo the Site Safety Briefing.
Note: A “person” who has completed the Worker Induction, must always accompany the visitor.
- **Worker** – SRG Global employees and sub-contractors - A Worker is an employee, consultant or contractor carrying out work and shall be fully site inducted and holds a valid General Construction Induction Training Card (White Card).

17.2. SRG Global Project Induction

A project specific induction has been developed with the following sections covered:

- Project organisation, names of relevant personnel and contact information;
- Operational requirements and procedures;
- Scope of works under contract;
- Critical Risks and Controls; (SRG Global Critical Risks)
- Radio Channels;
- Introduction to the HSE and Quality Management Plans, procedures and responsibilities of employees;
- Risk assessments and SWMS for the project;
- General site hazards including terrain and climate;
- Site rules;
- Emergency Management Plan;
- Hazard and incident reporting;
- Legislative information for the works; and
- Traffic Management.

17.3. Site Orientation

SRG Global shall provide a site orientation for each work area which covers the emergency management procedures (muster point, warden, first aid etc.) and specific site rules. This is to be documented and recorded on the employee's personnel file.

17.3.1. Buddy Mentor Program

The Buddy/Mentor program at SRG Global allows new and/or inexperienced employees to learn from an experienced and trusted colleague. The program is designed to provide employees with ongoing support, guidance and information about their role within SRG Global.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

A Buddy/Mentor can be assigned to support an employee for multiple reasons including:

- New employee
- Change of role or a promotion
- Additional Support
- Performance Management

The Site Superintendent / Site Supervisor is required to:

- Appoint an experienced personnel member who is familiar with the workplace to mentor the new and/or inexperienced employee.
- Ensure the Buddy/Mentor and employee understand their roles and responsibilities.
- Familiarise employee with the site including: Muster points, facilities, specific hazards, rules, procedures and emergency plans.
- Discuss the employee's performance with them and provide constructive feedback.
- Identify training needs and arrange training for the employee as required
- Ensure the employee is competent with relevant plant and equipment.
- Inform employee of meetings and events where their attendance is required.
- Maintain regular contact with the employee and support the Buddy/Mentor.
- Assist with queries and concerns.
- Sign off that the program has been completed and the employee can work without close supervision.

A Buddy/Mentor is an experienced employee who has shown a commitment to SRG Global's values, practices and culture. The Buddy/Mentor are not responsible for the employee's performance and are not involved in any disciplinary processes.

The Buddy/Mentor shall provide the employee with guidance and information on the following (where applicable):

- Introduce employee to their colleagues.
- Ensure the employee has the requirements to start work e.g. correct PPE and documentation etc.
- Explain SRG Global's company values and provide examples of how to implement these.
- When appropriate, assist employee with relevant plant and equipment.
- Maintain regular contact with the employee and Site Superintendent / Site Supervisor.

The Buddy/Mentor process must be documented on the Buddy /Mentor form and stored confidentially. The Buddy/Mentor form provides a framework for the Buddy/Mentor process. Only when the Site Superintendent / Site Supervisor has given authorisation can the employee begin working independently.

17.4. Training and Competencies for Site

SRG Global will assure that all employees are trained and competent to perform all tasks in a way that is safe and does not adversely impact on themselves, others or the environment.

Where required, SRG Global shall provide copies of each employee's certifications and competencies and/or a verification of competencies to the client at the site orientation or before as appropriate.

A Project-specific Training Needs Analysis (TNA) will be developed and maintained for the duration of the project. A corresponding training matrix will be established within the RapidCrew's system, providing the Site Superintendent and Site Supervisors with real-time visibility of training and competency status.

The Compliance Department is responsible for managing the ongoing validation, updating, and maintenance of employee training and competency records.

RapidCrew's is utilised as the central system to manage the Training Needs Analysis, store competency records, and generate site-specific training matrices.

Prior to mobilisation, compliance reports are generated and reviewed to verify employee alignment with the project Training Needs Analysis and to ensure all mandatory competency requirements are met.

Competency records are periodically reviewed and updated in accordance with SRG Global procedures, contractual requirements, and applicable legislative obligations to maintain compliance and workforce readiness.

17.5. Supervisory Training

SRG Global must ensure the delivery of appropriate information, instruction, training, and adequate supervision to work safely. Supervisors must be non-working (i.e., Not on machinery or tooling) and must demonstrate leadership, capability of making decisions, planning and allocation, facilitation, and communication, and consult and monitor performance.

17.6. Leading Hands

Leading hands must also be provided with the necessary training to be able to adequately perform their role in assisting Supervision. This may include, but not be limited to:

- Expectations of role responsibilities and accountabilities.
- Step-up training where personnel holding Leading Hand positions are required to act in a Supervisory capacity from time to time.
- Training Plan that outlines the development pathway from Leading Hand to Supervision.

18. HEALTH AND SAFETY REPRESENTATIVES (HSR)

The Health and Safety Representative (HSR) play a key role in the promotion of safe work practices by representing their fellow workers on safety and health matters and raising and discussing safety issues and concerns with operational leadership and managers so they can work together and arrive at solutions to make the workplace safe.

SRG Global must have elected an HSR for their work group with elections in accordance with the relative legislative requirements.

SRG Global must ensure the HSR has attended an accredited training course within the first three (3) months of election.

SRG Global must:

- Assist the HSR to perform their duties.
- Be notified about inspector's visits and make time available for participation.
- Implement an effective process to ensure a HSR is informed of accidents, incidents, and/or dangerous occurrences; and
- Support their involvement and participation with the incident investigation and contribution to investigation findings.

18.1. WHS Committee

WHS Committees provide a forum for the constructive discussion of measures to assure health and safety in the workplace. A health and safety committee will be established if any employee requests their employer to start a committee, the employer decides to establish one, or the Regulatory Commissioner issues a notice to the employer requiring the employer to establish one.

The direct involvement of senior management on the committee is desirable. At least half of the members of the WHS Committee must be representatives of the employees. The employee representative members may include elected representatives as well as other employees selected by the employees to represent them.

18.2. Role and Function of the Committee

Committee members representing the employer and employees should consult and co-operate to initiate, develop and carry out measures to ensure that health and safety of the employees. The health and safety committee should:

- Facilitate consultation and co-operation between the PCBU and employees in the instigation, development and implementation of WHS policies and procedures;
- Assist in developing standards, rules and procedures relating to health and safety;
- Consult with employees regarding their WHS concerns; and
- Consult with management regarding employee WHS concerns including change that may influence WHS more broadly.

Actions arising from meetings shall be documented, monitored and closed out in the SRG Global HSE Event Management System.

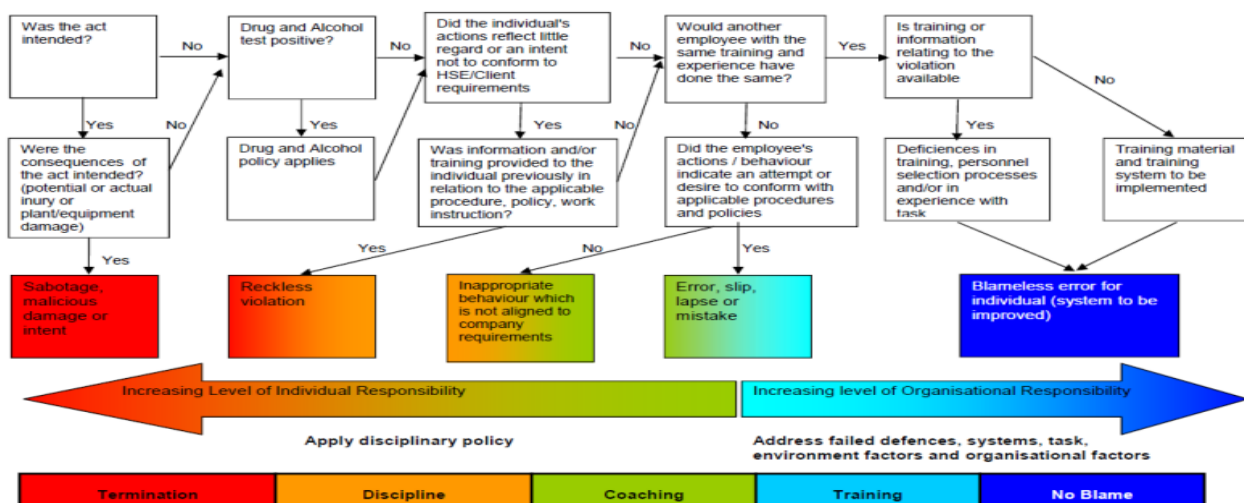
18.3. Role and Function of the WHS Representatives

The elected WHS representatives should consult and co-operate with management to initiate, develop and carry out measures to ensure that health and safety of those they represent and should:

- Lead by example in the promotion of safe work practices;
- Report any hazards on site to the appropriate people;
- Liaise with SRG Global about matters concerning WHS;
- Attend pre-starts and toolbox meetings to provide positive input; and
- Participate in OHS Committee Meetings for project sites as required

19. CONSEQUENCE MANAGEMENT

Any employees alleged breach of the health, safety or environment obligations must be addressed in accordance with SRG Global Disciplinary Guidelines. To assist in determining whether disciplinary action is required SRG Global will apply the Just Culture Decision Tree, the below decision-making tree provides a clear direction on the difference between acceptable and unacceptable behaviour.



20. HEALTH SURVEILLANCE AND MONITORING

SRG Global has identified the following situations on this project where employee health assessment will be required:

- Pre-Employment Medical Assessments (Onboarding)
- Audiometric Testing (Every 2 Years) & Exit Audiometric Testing (Optional)
- Hearing Protection Fit Testing
- Spirometry Testing (Annually)
- Respirator Fit Testing (Annually)
- Fitness for Work Declaration (Annually)

Where a hazardous chemical has been identified as a risk to employee's health or employees are at risk of exposure, SRG Global will seek specialist advice from an occupational hygienist, registered medical practitioner, occupational physician or the applicable local country, state, or territory regulator.

Where required, a monitoring assessment will be completed by an occupational hygienist, registered medical practitioner, or occupational physician.

Where employees are exposed to hazardous substances, health surveillance and monitoring will be conducted as per the SRG Global Health and Safety Standards and Health Monitoring and Management Procedure.

SRG Global shall ensure:

- Information is given to all workers and prospective workers about health monitoring requirements.
- Consultation with workers in relation to the selection of the registered medical practitioner and health monitoring is carried out by or under the supervision of a registered medical practitioner with experience in health monitoring.
- Pay all expenses relating to health monitoring.
- Provide certain information about a worker to the registered medical practitioner and take all reasonable steps to obtain a report from the registered medical practitioner as soon as practicable after the monitoring has been carried out.
- Provide a copy of the report to the worker and the regulator (i.e., Workcover) if the report contains adverse test result or recommendations that remedial measures should be taken. Also provide the report to all other persons conducting a business or undertaking who have a duty to provide health monitoring for the worker.
- Keep reports as confidential records for at least 30 years after the record is made (40 years for reports relating to asbestos exposure).
- Not disclose the report to anyone without the worker's written consent unless required under the relevant Work Health and Safety legislation.

Where it has been identified in the project risk assessment that monitoring is required, such monitoring will be coordinated by the health and safety department in consultation with the human resources department. Where required the services of suitably trained specialist will be engaged.

If the health of an employee is at risk as a result of exposure at the workplace to a hazardous substance as set out in WHS Regulations Schedule 14 – Requirements for health monitoring, then SRG Global will ensure that health surveillance of the type set out in Schedule 14 is provided for at no cost to the employee.

20.1. Occupational Hygiene Management

SRG Global must implement a process which meets or exceeds Covalent Lithium's Occupational Hygiene Management Procedure.

Alternatively, SRG Global can commit to actively participate in Covalent Lithium's implementation of the Occupational Health and Hygiene Program by:

- Characterising the workplace, to consider health hazard identification and similar exposure groups.
- Conduct a qualitative exposure assessment, and have it reviewed every two years unless significant change occurs to the operation. This assessment must be conducted by a person competent in occupational hygiene.
- Develop and implement an occupational hygiene monitoring plan, including requirements for baseline and routine exposure monitoring. Where required, nonroutine monitoring may also be required due to the nature of work.
- Implementing controls to reduce exposures and ensure these controls are verified.

Health monitoring for team members who are potentially exposed to hazardous chemicals such as silica in dust during their workday must ensure the relevant controls are implemented.

21. FITNESS FOR WORK

21.1. Alcohol and Other Drugs

No drugs and alcohol are to be brought onto the project site.

SRG Global has a zero-tolerance policy to drugs and alcohol in the workplace.

All workers are required to have a blood alcohol content of 0.000 at all times in the workplace and have no illicit drugs in their system.

All personnel on the project will be required to undergo a breath alcohol test (BAC) test prior to each shift. Causal and blanket alcohol testing will occur on site.

SRG Global must ensure personnel participate in the Covalent Lithium onsite alcohol and drug screening program. Personnel are required to attend Alcohol and Other Drugs testing within the specified time as per the notification email.

SRG Global must ensure their personnel are fit for the work they will be required to perform.

21.2. Fatigue Management

A risk assessment is to be completed in each business unit to identify jobs and tasks that need special consideration regarding fatigue. Additional controls for these tasks will be investigated and applied. Where required a fatigue management plan will need to be developed and put in place to ensure the risk to employees and SRG Global is minimised.

The hours worked on the Project will typically be:

- 06:00am to 18:00pm. 12 hours with a 30-minute morning break and a 30-minute lunch break.
- Travel time to and from place of residence by driving a vehicle to site shall be included in the shift hours and not exceed 14 hours in 24-hour period.

The following outlines the hours of work and rostering arrangements to be in place to manage fatigue.

Maximum hours of work:

- The Maximum number of hours in a scheduled shift 12.5 hours.
- The Maximum number of hours in 24-hour period 14.0 hours.

In most cases 12.5 hours will be the maximum number of hours worked. It is acknowledged that. Overtime, to deal

with unplanned or planned events is required from time to time, the maximum hours to be worked by any employee or contractor is 14 hours.

When working beyond 12.5 hours travel home must be arranged for the employee. In most cases a minimum break between shifts of 10 hours is to be taken by all employees to manage fatigue and ensure employees can get sufficient rest before returning to work.

Break times may be arranged flexibly after consultation between management and employees to allow self-management of fatigue.

When working on an extended roster (greater than 5 days) it is required that Rostered Days Off (RDO) be taken to manage fatigue. Generally, where 14 consecutive days are worked employees must have an RDO with a minimum 24 hours off between shifts.

21.3. Heat Management

Working in high heat environments has the potential to impair the body's ability to dissipate heat leading to heat stress. If not controlled, exposure to heat may lead to serious illness including heat stroke which may be fatal. Hot areas or activities where workers have experienced or could experience excessive fatigue, muscle cramp, dehydration, dizziness, and other symptoms of heat stress must be identified, and the risks managed.

21.3.1. Thermal Stress Risk Assessment

The project risk assessment should be used to determine the general level of thermal risk posed to personnel given the location and nature of the work being completed at the site / project.

The outcomes of this risk assessment shall be documented in the site risk register and must be reviewed when a change occurs in the nature of the work completed in the work environment.

21.3.2. Heat Management Controls

Where a high or extreme heat stress risk is identified, the following exposure controls must be implemented:

- Pre-placement health assessment of workers to identify and manage individual susceptibility to heat related illness;
- Training in the recognition of signs and symptoms of heat stress, emergency procedures and preventative measures with an emphasis on pre-hydration and maintenance of hydration status throughout the shift;
- An appropriate acclimatisation period for new workers and those returning from extended leave or illness;
- Provision of cool rest areas as close as practicable to the work area;
- Access to cool water as close as practicable to the work area (consider use of personal hydration backpacks for distances greater than 30 meters);
- Regular rest / drink / meal breaks for tasks greater than 2 hours;
- Consider engineering controls such as the use of fans to increase air movement, installing shade cloth and/or shields or barriers to reduce radiant heat where appropriate, removing heated air or steam from hot processes using local exhaust ventilation, installing air conditioners or coolers, insulating/enclosing hot processes or plant and isolating workers with appropriate positioning.
- Administrative controls such as hot tasks in cooler parts of the day or cooler seasons where practicable; and
- Personal protective clothing and equipment. Use lightweight loose-fitting clothing, sunscreen, hat, canvas rims/neck flaps fitted to hard hats, seek shade and slide on sunglasses.

To manage extreme risk activities, the following controls should be considered:

- Personal hydration testing (urine specific gravity or saliva osmolality).
- Suitable work / rest regimes based on measurements taken by a competent person;
- Relocation of tasks to a cooler area or reschedule work to cooler times of the day or night shift where

practicable (ensure any additional risks are managed such as fatigue);

- Use of mechanical aids to reduce the level of physical work; and
- Provision of cooling vest / collars.

21.3.3. Personal Hydration Testing

Each worker has differing individual hydration requirements, therefore regularly monitoring hydration levels through personal hydration testing is key to preventing and treating dehydration and reduce the risk of a heat related illness.

Several measures can be used to evaluate worker hydration levels:

- Urine colour chart: A urine sample's colour can be compared to a urine colour chart. Lighter or pale coloured urine generally indicates better levels of hydration than darker yellow or brown urine, which indicates dehydration.
- Urine specific gravity (USG): More accurate than urine colour analysis is testing the urine for specific gravity which measures levels of molecules and solutes, also known as water-urine concentration and density.
- Saliva osmolality can also be a useful tool to measure hydration. Such testing should be used in conjunction with USG testing in accordance with specifically developed procedures.

21.3.4. USG Hydration Management and Corrective Actions

Urine specific gravity measurements are to be compared with the hydration testing guideline presented in the image below.

Specific gravity measurement	Status	Result	Hydration status and corrective actions
< 1.015	Well Hydrated	Pass	1. Adequately hydrated. Low risk. 2. Maintain water intake of 250 mL every 30 minutes
1.015 – 1.020	Mildly Dehydrated	Pass	1. Permissible to work 2. Tester/employee shall advise their supervisor 3. Drink 600 mL of water immediately and 600 mL every 30 minutes it may take 2 hours to become re-hydrated
1.021 – 1.025	Moderately Dehydrated	Pass	5. Eat meals regularly throughout the shift 6. The person's supervisor is responsible for managing / assessing the person's fitness for work 7. Retest at the end of shift is advisable
1.026 – 1.030	Dehydrated	Fail	1. Tester/employee shall advise their supervisor 2. Drink 600mL of water immediately and 600mL every 30 minutes until rehydrated 3. It may take 3 hours or more to become fully re-hydrated 4. Eat meals regularly throughout the shift 5. The person's supervisor is responsible for managing / assessing the person's fitness for work 6. A re-test shall be conducted at the end of the shift and prior to commencing work the next day
> 1.030	Clinically Dehydrated	Fail	1. Tester/employee shall advise their supervisor 2. Consult treating officer for immediate medical intervention

The worker must achieve a 'Pass' result to be able to return to normal work duties. In the event a worker achieves a 'Fail' result, the Site Superintendent and/or Supervisor must be notified. The Site Superintendent and/or Supervisor may decide on one of the following corrective actions:

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- Stand down the worker until a pass hydration result is achieved or;
- Refer the worker to lighter duties until hydration is achieved or;
- Return the worker to normal work duties and monitor their health until hydration is achieved.

21.4. Mental Health and Wellbeing

SRG Global are committed to the mental health and wellbeing of their employees, including but not limited to:

- Promotion of mental health and well-being to personnel.
- Identifying and addressing risk and protective factors.
- Modifying or eliminating psychological risk factors that may affect mental health.
- Providing knowledge and skills to identify and respond to mental ill-health in the workplace.
- Promoting recovery from mental ill-health using return-to-work programs, employee assessment, and individual coping and/or management strategies.
- Providing an Employee Assistance Program (EAP) for personnel, with contact information visible in common areas and facilities.
- Ensuring incidents relating to mental ill-health are reported and managed.

22. SITE ESTABLISHMENT

22.1. Site Facilities

SRG Global shall establish and maintain in a clean and hygienic condition, work and office facilities on site when contractually required. The facilities shall be located on site for the duration of the project. These facilities shall be adequately maintained throughout the duration of the project.

22.2. Site Signage

Where required, SRG Global will install signs within two (2) weeks of possession of site and will remove them once the project has been completed. All signage on site shall be in accordance with AS1319 and AS1345 Safety Signs for the Occupational Environment.

23. PROJECT SPECIFIC REQUIREMENTS

23.1. SRG Global Critical Risks

Critical risks are identified risks that could cause a fatality. The SRG Global Critical Risk Manual outlines the minimum requirements for managing SRG Global's critical risk activities to ensure hazards and risks arising from these operations are identified and minimised to a level of as low as reasonably practicable (ALARP) – which in some cases might include elimination.

The Critical Risk Manual contains an overview of the Organisation's Standards and Procedures for the eleven critical risk activities that SRG Global has identified as potentially being present during activities which may be undertaken by the business. It gives broad direction and a consistent approach to risk management across all SRG Global operations and allows personnel to use their initiative, while at the same time, answering the following questions:

- What controls must be in place to ensure my safety and that of others and
- Are the controls adequate to complete the task without being injured, damaging plant, equipment or damaging the environment

Critical Control Verification Checklists must be completed when any of the Critical Risk activities are undertaken on a site controlled by SRG Global. These checklists are available on the CDMS and may be completed in hard copy or electronically in SafetyCulture.



23.2. Crane Operations

Lifting operations will be conducted in accordance with the SRG Global Critical Risk (Cranes and Lifting equipment), Covalent Lithium Procedures and the relevant legislative requirements.

The following controls will be implemented when conducting lifting operations:

- An assessment of the lift has been completed and the lift method and equipment has been determined by a competent person;
- Risk assessment completed for the works and is signed off by SRG Global Supervisor;
- No person will be positioned under a suspended load or in a position where they could be struck by a falling load;
- No person will place themselves in between a suspended load and other structures where there is a risk of being caught or crushed between the load and the structure;
- All crane hooks will be fitted with a positive locking safety catch;
- Tag lines will be attached to loads that require steadying or guidance while suspended;
- The operator will not leave the crane controls while a load is suspended;
- Cranes will not be operated with an inoperable or defective safety device;
- The weight and type of load is known and is less than the Safe Working Load of the lifting device; and
- Clear communication is established and maintained between all persons involved in the lift.

Where Construction activities require the use of cranes, including complex/significant lifts, a task specific SWMS shall be developed. The SWMS shall comply with relevant Legislation and Codes of Practice for crane operations.

The Safe Work Method Statement as a minimum requirement should include:

- Identification of work activities and hazards
- Identification of the risks to safety posed by the hazards
- Description/s of the control measure that will be applied to the work activities

- Description/s of how the safety measures will be implemented to allow the work to be undertaken safely and
- Description/s of the equipment used in the work, the qualifications of the personnel doing the work, and the training required to do the work safely.

23.2.1. Crane Operator Competence

All persons conducting lifting operations will be assessed as competent against nationally recognised units of competency in accordance with the SRG Global Conduct Training and Assessment Procedure and SRG Global Verification of Competency Procedure.

A High-Risk Work Licence is required for specific models of cranes to be operated, as well as for dogging and rigging (basic, intermediate and advanced).

23.2.2. Lifting Equipment

Lifting operations will be conducted in accordance with the SRG Global Critical Risk (Cranes and Lifting equipment), the SRG Global Crane Operations Standard, Covalent Lithium Procedures and the relevant legislative requirements.

Lifting equipment is a general term used to describe the various items of equipment including pull lifts, chain blocks, winches, webbing slings, wire rope slings and chain slings used in rigging and lifting tasks involving a load suspended from or pulled by the equipment.

All lifting equipment shall be inspected for any compromise of its integrity as a piece of lifting equipment prior to being used.

Crane operators are responsible for ensuring crane logbooks, inspections, service and maintenance records are current prior to use.

Slings and chains should be inspected by an accredited company that can tag and register lifting equipment and carried out annually as a minimum.

All lifting equipment will be noted on the Lifting Equipment Register. Any lifting equipment bought onto site by sub-contractors shall be noted on a register and provided to SRG Global. An inspection schedule will be established to ensure all lifting and working at height equipment is checked on a regular basis.

Example of Test schedule for Lifting Gear	
Period	Colour
December - February	Red
March - May	Green
June - August	Blue
September – November	Yellow

23.3. Electrical Safety

Electrical safety operations will be conducted in accordance with the SRG Global Critical Risk (Release of Energy), Covalent Lithium Procedures and the relevant legislative requirements.

All electrical work will only be carried out by workers authorised to carry out that work by a licence issued in accordance with the Western Australian Electricity (Licensing) Regulations.

Standard work procedures for all high-risk electrical work must be established as per WHSR2022 "safe work method statements required for all high-risk construction work".

Live work (e.g. testing, batteries); Live work is not allowed at Covalent Lithium Operations unless live work is justified only by a greater risk of danger to lives of person/s using or affected by electrical installation shutdown, compared with risks incurred by electricians performing live work.

Regular inspection and testing of electrical equipment must be undertaken quarterly by a competent person. Only authorised personnel are to perform installation, inspection, testing and labelling activities.

All SRG Global and Contractor's electrical equipment shall be entered on an Electrical Equipment register.

All persons using electrical equipment have the responsibility to ensure all electrical equipment is in good condition and in current test/tag date. If an item of electrical equipment is reported faulty, it must be tagged out using an "Out of Service" tag and removed from the workplace. All damaged or faulty equipment must be reported to the Supervisor as soon as possible.

All electrical plant and tools are to be RCD protected at the source of power.

23.3.1. Testing Frequency

Electrical equipment is to be inspected and tested:

- Before return to service after a repair or servicing.
- Tools and leads: Quarterly.
- Office Equipment: Yearly
- RCD's: Before each use – push button test

Quarter			Colour
December	January	February	Red
March	April	May	Green
June	July	August	Blue
September	October	November	Yellow
Annual			Black
Two (2) Yearly			Grey
Five (5) Yearly			Brown

23.4. Elevated Work Platforms

An elevating work platform (EWP) is defined as a telescoping device, hinged device or articulated device, or any combination of these devices, which is used to support a platform on which personnel, equipment and materials can be elevated to perform work.

The Site Superintendent / Site Supervisor is required to identify the most suitable equipment for the task should working at heights not be able to be eliminated.

The following shall be considered prior to the procurement of an EWP:

- Availability of Secondary Guarding (in accordance with Section 6 of this procedure);
- EWP dimensions (including stabilisers) and swing radius;
- WP mass and SWL (ensure personnel, bulk materials, equipment, and tools to be elevated);
- Number of personnel required on the platform;
- Surface required to be positioned on or travelled over (unstable ground/voids/penetrations) and suitability for use on non-level surfaces (by the ability to level the chassis) and rated operating slope;
- Wind loading.

All EWP operations will be conducted in accordance with the SRG Global Critical Risk (Operation of Mobile Equipment), Covalent Lithium Procedures, the relevant legislative requirements and in accordance with SRG Global's Operate Elevated Work Platform Work Instruction.

- An Elevated Work Platform (EWP) Approval form needs to be completed before an EWP can be used.
- Only persons who are competent and hold an EWP and a Working Safely at Heights ticket and are VOC'd can operate an EWP.
- A prestart Inspection of the EWP and all personal equipment such as harnesses, lanyards, connectors and fall arrest devices must be undertaken prior to use.
- The EWP shall have a secondary guarding device fitted above the basket to further reduce the risk of entrapment/crushing injuries to the operator and others in the basket. EWPs without the secondary guard must be approved by submitting SRG Global's Operate Elevated Work Platform (EWP) Approval form to the SRG Global Chief Operating Officer.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- Spotters are required for all EWP operations and must be familiar in the operation of the ground controls and any emergency decent controls and devices fitted to the EWP.
- A barricaded drop zone is to be established under the EWP operating area.
- Under no circumstances are elevated work platforms to be used without the correct process being followed.

Approval to use an EWP must be obtained by an SRG Global Chief Operating Officer (COO) prior to any works being undertaken in an EWP.

23.5. Excavations

23.5.1. Excavation Management

Where there is a risk to the safety of people or equipment during the proposed work activities, a Safe Work Method Statement (SWMS) or Job Hazard Analysis (JHA) is required. Inclusive of a rescue plan.

SRG Global must manage risks to health and safety associated with excavation work before the work commences including the risk of: A person falling into an excavation A person being trapped by the collapse of an excavation A person working in an excavation being struck by a falling thing A person working in an excavation being exposed to an airborne contaminant.

To manage the risks, all relevant matters must be considered including:

- The nature of the excavation
- The nature of the excavation work including the range of possible methods of carrying out the work,
- The means of entry into and exit from the excavation (if applicable)".

Trenching and Excavation works will be conducted in accordance with the SRG Global Critical Risk (Undertaking Temporary Works), Covalent Lithium Procedures and the relevant legislative requirements.

- Excavator to have height limiters installed and operational when operating in the vicinity of powerlines.
- Excavation Permit to be issued prior to commencing work and operator to review DBYD and services plans with Engineer.
- All services located and clearly marked prior to commencing work.
- Spotter to work with operator during excavation works as required. Positive communication between spotter and operator always. If operator cannot see the spotter, he must STOP immediately until the spotter is clearly visible.
- All excavations greater than 1.5 metres in depth to be benched, battered, or shored.
- Daily inspection sheet to be completed for excavations and trenches over 1.5m deep.
- Keep excavated materials well away from the edge of trenches and excavations.
- Keep plant, equipment, and materials well away from the edge of trenches.
- Ensure adequate safe access points into excavations/trenches.
- Ladders installed every 9 metres along excavations/trenches as emergency provision.
- Hard Barricade to be installed around excavations/trenches and at least 1 metre from edge and 900mm high.

If removing barricade to access excavation/trench, barricade must be reinstated prior to leaving area.

23.6. Forklifts and Telescopic Materials Handler

Forklift and telehandler operations will be conducted in accordance with the SRG Global Critical Risk (Operation of mobile Plant and equipment), Covalent Lithium Procedures and the relevant legislative requirements.

Forklifts and telehandlers must always carry a current logbook and manufacturer's operation and maintenance manual/s at all times.

Each forklift and telehandler must be inspected daily and before use to ensure it is in operational condition, does not require maintenance and is safe to use for its intended purpose. Each inspection result must be recorded in the relevant mobile plant logbook. All damage and maintenance required must be reported to the SRG Global Site Supervisor / Site Superintendent person as soon as possible and the machine tagged "Out of Service".

Forklifts and telehandlers used must be fitted with a seatbelt, which must be worn by its operator.

Only those employees who hold a valid high risk working license to operate a forklift or telehandler and a current verification of competency may operate the machine.

23.7. Hazardous Materials

All hazardous materials use will be conducted in accordance with the SRG Global Critical Risk (handling and Storage of Hazardous Materials), Covalent Lithium Procedures and the relevant legislative requirements.

All hazardous substances must be approved for use on site by SRG Global. Prior to bringing a substance to site, SRG Global and its Contractors must review the Safety Data Sheet (SDS) to determine if the product or substance is classified as hazardous, provide and complete a documented risk assessment for each hazardous substance.

All chemicals will be included in ChemAlert and have their current Safety Data Sheet (SDS) present for each chemical. Hard copy SDS's shall be made available to all employees.

To minimise risk to project personnel's health and safety the following measures shall be put into place to minimise the likelihood of hazardous materials incidents:

- Hazardous materials will be registered in ChemAlert.
- All hazardous substances must be signposted, segregated, banded and secured.
- All hazardous substances must be clearly labelled and wherever possible, retained in their original packaging.;
- All chemicals will be kept in labelled containers in a banded container;
- Oxygen and acetylene bottles will be stored in an upright position;
- Ensure all chemicals are transported, handled, stored, and disposed of correctly;
- No hazardous material is to be kept on site without the correct SDS;
- All employees are made aware of potential hazards involved and encouraged to follow safe handling and transportation procedures as detailed in the SDS.
- Adequate safety equipment as suggested in the SDS will be provided at all areas of usage and storage of hazardous chemicals.
- All personal protective equipment, as suggested by the SDS will be provided to all employees who handle or transport hazardous chemicals. It is the responsibility of all employees to use the PPE equipment supplied.
- Spill kits shall be made available and readily accessible;
- All spills shall be reported immediately to the client and any regulatory body and entered MyOSH before the end of shift.

All employees involved in the use of products classified as hazardous, must be provided with information and training to allow safe completion of the required task.

Safety Data Sheets (SDS's) for all hazardous materials on site will be available within the chemical storage container and a copy also kept within the site office.

Employee / other workers are required to familiarise themselves with these SDS's and to use the correct PPE which is provided by SRG Global.

Chemical Storage will be kept to the minimum to reduce the risk to the project and any substances stored on site will be locked in an approved bunded chemical locker or removed from site each day by the Contractor.

Waste disposal of hazardous substances will be as per the SDS and if required a waste certificate / docket will be requested.

23.7.1. Spills

Spill kits supplied by SRG Global will be on site to ensure any fuel/oil/hazardous spills are dealt with immediately. All spills will be reported to SRG Global & DoT and appropriate authorities as required by law.

Extra resources will be brought in to deal with larger spills as required. These resources will consist of the following:

- Emergency services
- Environmental Authority
- Additional SRG Global Staff

23.8. Housekeeping

Each site controlled by SRG Global is to be kept clean and tidy. The Site Superintendent / Site Supervisor will ensure that:

- Access/egress areas are clearly defined and clear of debris and equipment.
- Vehicular traffic is safely controlled;
- Offices and amenities are kept clean and hygienic;
- Safety signs are used where appropriate; and
- Adequate waste materials facilities are provided, and waste is appropriately disposed of

23.9. Permit to Work

Permit to Work (PTW) processes will be conducted in accordance with the Covalent Lithium Permit to Work Procedure and the relevant legislative requirements.

Activity	Process Requirement
Permit to Work	SRG Global must comply with the Covalent Lithium Permit to Work Procedure
Hot Works	Hot Works High Risk Work Certificate Applies
Confined Spaces	Confined Space High Risk Work Certificate Applies
Working at Heights	Working at Heights High Risk Work Certificate Applies
Excavation and Penetration	Excavation and Penetration High Risk Work Certificate Applies
Grid Mesh Removal	Grid Mesh Removal High Risk Work Certificate Applies

High Voltage Access	High Voltage Access High Risk Work Certificate Applies
---------------------	--

SRG Global will ensure that workers meet the necessary training and competency requirements as described in the Covalent Lithium Permit to Work Procedure.

23.10. Isolation and Tags

Isolation and Tagging operations will be conducted in accordance with the SRG Global Critical Risk (release of Energy), Covalent Lithium Procedures and the relevant legislative requirements.

An isolation process is to be in place when working in the vicinity of, or where exposed to the potential release of stored energy. Isolations shall always be undertaken at the energy source and not reliant upon control circuitry. Push buttons, stop switches, interlocks, emergency stops, pilot circuitry, lanyards, instrument air, etc shall not be used as a means of isolation.

To achieve positive isolation of plant the following steps shall be followed:

- Depending on the plant to be isolated, ensure plant cannot move uncontrollably by applying brakes, chocking wheels, placing attachments on the ground;
- Operator out of the cab of equipment to be isolated;
- Engage isolator switch on and attach hasp, personal danger lock and personal danger tag;
- Try to start machine/equipment to confirm isolation; and
- Commence required task on plant.
- Isolations shall be secured by use of Personal Danger Lock (PDL) and Personal Danger Tag (DT).

23.11. Journey Management

All vehicle operations will be conducted in accordance with the SRG Global Critical Risk (Driving and Road Transport), Covalent Lithium Procedures and the relevant legislative requirements.

The following controls shall be implemented by SRG Global personnel when driving for a period of longer than two and a half hours:

- Development of a Journey Management Plan, with trip itineraries approved by a management representative for extended trips and adherence to the itinerary;
- Communication with an SRG Global person nominated with the trip itinerary advising of departure time;
- Pre-trip agreement on departure and arrival times and accommodation arrangements;
- Appropriate first aid kit carried;
- Sufficient water for emergency purposes.

23.12. Manual Tasks

A manual task is any task that requires you to push, pull, lift, carry, move, hold or lower any object, person or animal, this includes tasks that have repetitive actions, sustained postures and may involve exposure to vibration.

SRG Global is committed to providing alternative methods to eliminate or reduce the risks associated with manual tasks. Training is provided to all employees on how to perform a manual task safely.

23.13. Personal Protective Equipment (PPE) requirements on site:

The following minimum standards will apply for PPE for all SRG Global employees and other workers working for SRG Global on site:

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- Hard Hats Must be always worn unless it can clearly be established that there is no risk of head injuries from either falling objects or collision with fixed objects tools or plant.
- All personal on site must wear safety steel cap footwear.
- Ear plugs or Earmuffs must be worn in designated areas or wherever high noise levels are present. Noise levels over 85db, hearing protection is mandatory.
- Safety glasses or goggles are mandatory on all sites. Safety eye wear will comply with AS/NZS1337. Safety Goggles are provided to cover prescription glasses.
- Approved facemask or respirators fitted with the appropriate filter will be worn when exposed to hazardous chemicals vapour, fumes, dust, or fibers.
- Day / Night standard high visibility long sleeved shirts must be always worn.
- Long pants must be always worn.
- Gloves must be suitable for the task and worn according to Safe Work Method Statements and product Material Safety Data Sheets

Employees will be trained in the safe use, storage and maintenance of PPE, this includes the requirement to check PPE prior to use for the correct type, fit and serviceability.

23.13.1. Respiratory Protective Equipment

All respiratory protective equipment (RPE) used in the workplace will comply with AS/NZS 1715:2009 – Selection, Use, and Maintenance of Respiratory Protective Equipment to ensure effective protection against airborne contaminants. A risk-based approach will be applied to determine the appropriate type of RPE for specific hazards, including welding fumes, dust, and chemical exposures. Fit-for-purpose respirators will be selected based on workplace exposure standards, contaminant type, and duration of exposure, ensuring adequate protection for all personnel.

To maintain compliance, all workers required to wear RPE will undergo fit testing to ensure a proper seal and effective performance. Routine inspection, maintenance, and replacement of RPE will be conducted in accordance with manufacturer recommendations and workplace procedures. Personnel will receive training on correct usage, storage, and limitations of RPE, and where applicable, be enrolled in a respiratory health surveillance program to monitor potential health impacts. Regular audits will be carried out to verify adherence to AS/NZS 1715:2009 and ensure a high standard of respiratory protection across all operations.

23.14. Plant and Equipment

All machines, equipment, plant, and vehicles proposed for project scope of services shall be of types complying with Local regulations and Covalent Lithium Procedures.

Prior to commencement of work on site, all mobile powered plant and equipment used on the project (hired or supplied) shall undergo the following inspections and tests:

- Plant risk assessment prior to mobilisation to site.
- Site acceptance inspection, using form Mobile Plant Inspection Checklist (COR-FRM-0021).
- Daily pre-start inspection when on site.

All operators / drivers must hold the applicable competencies to operate plant, equipment and vehicles.

The SRG Global Site Superintendent / Site Supervisor will ensure all plant operators hold an registered training organisation issued Certificate of Competency and will complete a Verification of Competency (VOC) where applicable for the item of plant being operated.

23.14.1. Plant Maintenance and Repair

Where plant and equipment are in use a formal preventative maintenance and inspection program is to be in place that includes:

- Documented pre-start checks for all equipment, including checks of safety-critical components, e.g., brakes, steering, lights, indicators, tyres etc.;
- Preventive maintenance Schedules (e.g., lubrication, inspections) according to legislative requirements and defined specifications Original Equipment Manufacturer (OEM);
- Condition Monitoring Schedules (e.g., predictive technologies)
- Component Change Schedules

As a minimum, a register should be maintained recording should details of inspections, maintenance, repair and calibration.

23.14.2. Unsafe and/or Malfunctioning

Unsafe and/or malfunctioning plant and equipment can be identified by any manager, employee or contractor by methods such as:

- Equipment inspections;
- Verbal reporting of equipment malfunction to the appropriate manager; and/or
- Hazard and incident reporting.

Once identified, the unsafe or malfunctioning plant/equipment should be reported to the appropriate manager in order for repair to be organised. Plant/equipment which has been identified as unsafe should be disconnected from the power supply and clearly labelled as unsafe and not be used. If possible, the plant/equipment should be moved to a location where it is not accessible.

23.14.3. Major Servicing and Repairs

Plant and equipment shall not be carried out on site. All other maintenance of plant and equipment carried out on site is to occur in a designated area. Any person servicing or maintaining plant shall have the correct licence, competency and/or experience to repair or maintain the item of plant and be approved by the owner of the plant.

23.14.4. Refuelling

The refuelling of fixed plant must take place in a well-ventilated area, from a fit for purpose fuel storage container, using a funnel. The engine must be allowed to cool prior to commencement of refuelling and a fire extinguisher must be easily accessible. Emergency Spill Kits will be available during refuelling.

Where practicable, all refuelling will be done at least 50 metres away from drainage lines or waterways. Where this distance can't be maintained, additional controls will be risk assessed and implemented to ensure potential spills are captured before they can reach and contaminate adjacent drainage and waterways.

23.15. Confined Spaces

All confined space operations will be conducted in accordance with the SRG Global Critical Risk (Working in Confined Spaces), Covalent Lithium Confined Space Procedure and the relevant legislative requirements.

Where work is required to be carried out in a restricted space other than an excavation the following will apply

A task specific risk assessment SWMS or JHA for the work to be performed on or in a restricted space shall be performed by all persons involved in the work.

This shall take into consideration;

- An unsafe level of oxygen (either excess or deficiency);

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

- Atmospheric contaminants above relevant exposure standards, or
- Flammable contaminant in atmosphere above 5% of its LEL without conducting
- The risk of engulfment
- The use of a sentry and communications
- Equipment to be used, and
- Any PPE requirements.

If deemed to be a confined space, a confined space entry permit shall be raised with permit controls implemented and complied with.

23.16. Security and Site Access

Access to the work area will be restricted to employees/SRG Global contractors and authorised visitors on the project during normal work hours.

All visitors to site will be required to contact the Site Superintendent / Site Supervisor to notify them of their arrival. Once on site all visitors are to sign the Sign in/out register so that in the event of an emergency, all persons can be accounted for.

All visitors are to be accompanied on site by an inducted person at all times. Visitors must undertake a visitor's induction containing a brief overview of the project noting any hazards, emergency procedures and any restricted areas.

Where identified as being required through the risk assessment process, after hours site safety and security monitoring and inspection will be undertaken by personnel engaged on the project, or through a third party vendor.

23.17. Simultaneous Operations

All Simultaneous Operations will be conducted in accordance with the SRG Global Critical Risk (Simultaneous Operations), Covalent Lithium Procedures and the relevant legislative requirements.

SIMOPS describes two or more concurrent operations taking place within a defined area, or near that defined area, where each operation is managed separately.

When a period of SIMOPS is identified during a planned activity, the project team shall arrange for a formal review of the operation involving those work group to ensure all potential hazards and risks are identified so that mitigating controls can be put into place.

23.18. Traffic Management Plan

Traffic Management will be conducted in accordance with the SRG Global Critical Risk (Driving and Road Transport), Covalent Lithium Procedures and the relevant legislative requirements.

A Traffic Management Plan (TMP) will be developed will include information on the following:

- Access and egress of plant/equipment in and out of site;
- Refuelling areas for machinery/plant on site (if required);
- Access onto site for emergency services;
- Parking area for staff;
- Speed zones surrounding the work area, noting any stop/give way signs;
- Traffic movement in/around the work area;
- Delivery area for plant and equipment;
- Traffic control placement;
- Designated lay down and static (e.g., generators) areas around the site; and
- Information relating to whether roads around work area are public or private.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

23.19. Vehicles

All vehicle operations will be conducted in accordance with the SRG Global Critical Risk (Driving and Road Transport), Covalent Lithium Procedures and the relevant legislative requirements.

It is a legal requirement for seat belts to be worn at all times in a moving vehicle. The driver is responsible for ensuring all passengers wear a seat belt when the vehicle is in motion.

The use of a hand-held mobile telephone while driving is a safety risk and is against the law. All employees are not to use mobile phones while driving a motor vehicle or operating mobile plant at a workplace. Pull over to a safe area and stop the vehicle before taking the call.

Employees must not drive a personal or work vehicle whilst under the influence of alcohol or drugs.

All equipment in vehicles must be securely restrained.

The driver is to ensure:

- The tension in the load restraining straps is checked regularly during the journey;
- The load is appropriately distributed;
- There are no loose items within the passenger area which may become projectiles in the event of an incident;
- Load / weight capacity of the vehicle is not exceeded.

23.19.1. Light Vehicle Driving

Personnel who are required to drive a light vehicle (LV) on site must meet the following minimum requirements:

- Hold a current Australian Drivers' Licence "C" class or "CA" class licence for the vehicle being operated.
- Complete a site / area specific orientation by an existing orientated driver.

23.19.2. Loading and Unloading of Vehicles

While loading and unloading vehicles, SRG Global personnel must have a system in place for the safe loading and unloading of vehicles, including multiple tie-down loads.

As a minimum, SRG Global must:

- Conduct a risk assessment associated with loading, transportation, and unloading of goods and materials, and implement controls.
- Park the vehicle in the designated staging area, unless the driver holds a current site induction and the vehicle has a valid site access pass.,
- Delivery vehicles must be subject to the requirements stipulated in the Traffic Management Plan.
- Organise an escort for all vehicles travelling through the site.
- No over centre binders must be permitted for use; and
- Not allow personnel to access the back tray of a truck/ute in a position where there is a risk of falling. There is a requirement to plan all deliveries with loading and unloading methods included.

23.19.3. Tyre Management Process

- For tyre handling / fitting of light vehicle tyres personnel shall be trained and deemed competent on how to safely change and inflate a tyre using the tyre safety devices (include split rim safety for remote field workers).

There shall be documented processes (SWI, Procedures) for tyre handling / fitting and inflation activities and personnel shall be trained and deemed competent in these processes.

23.20. Working at Heights

Working at Heights will be conducted in accordance with the SRG Global Critical Risk (Working at Height), Covalent Lithium Procedures and the relevant legislative requirements.

SRG Global will ensure employees working at height:

- Only work at height if all other ways of performing the task have been eliminated;
- Have appropriate working at height training and do not work alone;
- Inspect fall prevention equipment before use;
- Ensure all open edges, excavations, pits and access points, holes in work decks are protected;
- Ensure a SWMS for the works is in place; and
- Ensure there is a rescue plan including rescue equipment.

Contractors will ensure they:

- Observe and apply risk management procedures when working at heights; and
- Use the required personal protective equipment (PPE) where indicated.

All work at heights equipment will be managed as per the following SRG Global documents:

- Fall Prevention and Working at Height Standard
- Working at Height Guideline
- Working at Height Equipment Purchase Inspection and Maintenance Procedure

23.21. Rope Access (IRATA)

Rope access is a safe and efficient technique for reaching work positions using ropes and specialised equipment. It enables technicians to access challenging locations quickly, with minimal disruption and reduced risk compared to other methods.

Note: Solo rope access is prohibited; a minimum of two team members is required for safety and rescue (one of whom **must** be an IRATA Level 3).

23.21.1. Compliance & Safety Protocol

Personnel involved in rope access must follow strict safety protocols and comply with the following SRG Global procedures:

- SRG Global Industrial Rope Access Operations Procedure (AST-MAN-0002)
- SRG Global Control of Rope Access Equipment (AST-PRO-0033)

Technicians should also reference the IRATA International Code of Practice (ICOP).

23.21.2. Training Requirements

- Personnel must hold a valid IRATA certification.
- A nationally accredited working at heights certification issued by a registered training organisation is required.
- Level 3 Supervisors must maintain a current, nationally accredited first aid certification, as required by SRG Global and IRATA.

23.21.3. Pre-Task Preparations

Before starting any rope access work, personnel must:

- Participate in a task briefing led by site supervision to review job specific requirements.
- Engage in developing the Risk Assessment and Job Hazard Analysis (JHA) to identify hazards and create a

task-specific rescue plan.

- Review and understand the JHA, Risk Assessment and Rescue Plan.
- Inspect all equipment to ensure it is in good condition and fit for use.
- Clearly barricade drop zones with information tags to protect personnel and prevent unauthorised entry.

23.21.4. Equipment Standards

Rope access equipment must:

- Be inspected by technicians before each use.
- Be dedicated solely to rope access activities, with routine checks for defects.
- Have inspection records maintained in the SRG Global electronic register.
- Undergo inspection by an authorised SRG employee at least every six months.

23.22. Non-Destructive Testing (NDT)

Non-destructive testing (NDT) operations will be conducted in accordance with the SRG Global and Covalent Lithium Procedures and NATA requirements.

NDT operations will be conducted by certified and approved technicians, ensuring compliance with industry standards and regulatory requirements. All NDT personnel must hold recognised qualifications relevant to their specific testing methods. Procedures will be in place for each test method, outlining testing techniques and result evaluation to maintain consistency and reliability in testing outcomes.

All NDT equipment will be calibrated and maintained in accordance with established procedures. Quality control measures will be implemented to verify testing reliability and adherence to best practices, including competency assessments and technical audits. Reporting will be conducted per industry standards, ensuring that accurate test results are provided to support informed decision-making.

23.22.1. Radiation (Ionising)

X-rays and gamma rays are used to examine welds and components. Areas where radiography is conducted will have signage and bunting to restrict access to the area, clearly identifying that radiography is being carried out. Personnel may only enter this area with the authorisation of the supervising radiographer.

Radiographic work shall be undertaken by a team of at least two personnel, with the lead technician holding an appropriate and current radiation license. Assistant radiographers will have completed Radiographic assistant training. Suitable monitoring equipment must be carried out and used at all times by those employees performing such work.

All radiography employees must:

- Hold an appropriate and current radiation licence or assistant training certificate.
- Wear a personal monitoring device and personal alarm dosimeter. Refer to IND.HSE.015 - Management of Landauer Personal Radiation Monitoring Devices.
- Each radiography team must also carry a calibrated dose rate survey meter appropriate for the type of radiography being conducted.
- Be familiar with the equipment and its use.
- Undertake work in accordance with the regional SRG Global Radiation Safety and Protection Plan and Radiation Transport Plan.
- Be familiar with the duties and responsibilities detailed in the Asset Care Standard Practices for Radiography.
- Return film badges to the site at the end of every month to be sent to an approved personal radiation monitoring service provider for analysis.

The site Radiation Safety Officer (RSO) shall be advised of the arrival and departure of radioactive sources and supplied with a copy of the source activity chart. All radiography work shall comply with the requirements of the relevant SRG Global Radiographic Testing procedure.

23.23. Working Near Water

Working near water will be conducted in accordance with the SRG Global Critical Risk (Working Near water), SRG Global Standard – Working Near Water, Covalent Lithium Procedures, and the relevant legislative requirements.

All SRG Global personnel working in, over or adjacent to water environments will be appropriately trained and informed of all safety and environmental requirements. A working in, over or adjacent to water Risk Assessment will be developed where the hazard is identified in work tasks.

The risk assessment will include regular monitoring of personnel during the course of the work activity and team review of Rescue Plans that may be required for the task.

SRG Global will manage risks associated with working in and over water, ensuring:

- Marine workers use a combination of fall injury prevention equipment, barricades, scaffolds, personal floatation devices (PFDs) with EPIRBs, buoys and lifelines as determined by risk assessment.
- There is 100% tie-off when working at height over water such as:
 - a) Where a task is performed and is within 2 metres from unprotected water's edge and there is a risk of falling onto a solid structure, barricades or fall injury prevention systems or scaffolds will be required.
 - b) When working on or over water using mobile equipment fall injury prevention systems shall be used 100% of the time, unless stated or approved through a formal risk assessment process.

Additionally, SRG Global employees required to undertake marine related activities will ensure that:

- An assessment of weather and tidal conditions is completed prior to works being undertaken.
- Check and confirmation of shipping schedules within the port area; and
- Established and implemented communications system or procedure.

23.24. Working Alone

Working alone activities will be conducted in accordance with the SRG Global Working Alone Procedure, Covalent Lithium Procedures, and the relevant legislative requirements.

It is important to consider all potential Work Alone situations carefully. Where it is identified that Personnel are likely to be required to Work Alone, the Site Superintendent / Site Supervisor must develop and implement a written Working Alone plan. This is to ensure that the risks associated with working alone have been identified and appropriate controls are put in place.

The Site Superintendent / Site Supervisor must communicate this plan to all employees associated with the work and ensure understanding and compliance is achieved.

A site-specific Working Alone plan must include:

- The contact details of the Personnel and the Supervisor responsible for the job;
- Identification of the possible risks to Personnel that will Work Alone or that arise from or in connection with the work assigned;
- The steps to be followed to minimise the risks identified in (2); and
- Details how Personnel who Work Alone will obtain assistance in the event of injury. The plan must cover the following:

- a) Specify the time intervals for checking on Personnel. Higher risk activities require shorter time intervals between communications;
- b) Specify the person responsible for contacting the Personnel and recording the results of the contact;
- c) Outline the process to be followed if Personnel cannot be contacted, including provisions for an emergency rescue;
- d) Provision for checking with Personnel at the end of their shift and a process where any changes of plan are notified immediately, discussed, and agreed upon prior to any work commencing or continuing;
- e) Ensure Personnel have access to the necessary tools, equipment, emergency supplies and communication devices to carry out the work safely and efficiently. This should include confirmation of phone or radio coverage at the site, provision of all the materials and tools required to do the job (including phone or radio), protective clothing, and equipment and first aid supplies; and
- f) Verification that Personnel are trained and competent to carry out the task prior to commencement.

Working Alone is prohibited when the work involves Critical Risk Activities.

24. EMERGENCY MANAGEMENT

The purpose of preparing for an emergency is to ensure effective and timely management of emergencies by detailing the organisational responsibilities, actions and the resources required to deal with specific events.

Pre-planning achieves this by:

- Identifying hazards that could require an emergency response;
- Assessing the type, severity and likelihood of the potential outcomes of such events;
- Providing the appropriate first response equipment, facilities and training; and
- Reviewing first response requirements on a regular basis or as circumstances change.

An Emergency Management Plan to manage first response (0-30 minutes) specific to the Project will be developed based on the project Risk Assessment and in accordance with the relevant Covalent Lithium Procedures referenced below, a review of the location in which the activity is to be carried out. The Emergency Management shall be submitted to the Client for approval.

24.1. Project Preparedness

The Emergency Management Plan will include various procedures and guidelines to assist persons in an emergency situation and include tasks for persons assigned to certain roles.

Area emergency response plans containing the site-specific requirements for managing an emergency situation will also be developed.

The Emergency Management Plan shall include names and contact details of Wardens and First Aiders for the project, and emergency services contacts.

Fire Extinguishers, Muster Points, and First Aid Kits shall be clearly identified in the plan, this plan will also note any parking and storage details for any necessary equipment that is required to be bought onto site.

The Emergency Plan shall be in an accessible location on site and be discussed during the induction process.

The plan shall include provisions which may include but are not limited to:

- Arrested fall on site
- First Aid Incidents
- Hazardous Substances Spills

- Vehicle Incidents
- Fires

This plan shall be reviewed after each emergency evacuation drill or the occurrence of any incidents. An emergency evacuation trial will take place within the first four (4) weeks of the commencement of work and at no more than six (6) monthly intervals thereafter.

24.2. Lightning Alerts

The SRG Global Site Superintendent / Site Supervisor must proactively and regularly monitor the risk of a lightning interacting with a worksite during active lightning alerts and continuously provide updates to all SRG Global project personnel when the information is made available.

Alpha Alert (32km – 16km)	Bravo Alert (16km – 8km)	Charlie Alert (Less than <8km)	All Clear
Lightning activity (Cloud to Cloud and Cloud to Ground) has been detected between 16 and 32kms from the designated zone	Lightning activity (Cloud to Cloud and Cloud to Ground) has been detected between 8 and 16kms from the designated zone	Lightning activity (Cloud to Cloud and Cloud to Ground) has been detected between 0 and 8kms from the designated zone	Lightning activity has not been detected for greater than 15 minutes (embargo time)

NOTE: In the absence of specific information from lightning detection from a system (such as Weatherzone), the 30/30 guideline should be used – If thunder is heard within 30 seconds of an observed lightning strike, the lightning must be considered within 10km and a Charlie status should be assumed until determined otherwise.

24.3. First Aid and Medical Treatment

SRG Global are responsible for the following:

- Initial care and treatment of injured persons until Covalent Lithium Emergency Services assumes control.
- Ensuring adequate resources are available for the initial care inclusive of the initial assessment and management of personnel because of an activated rescue plan during high-risk activities.

SRG Global has in place the following, as required by the First Aid in the Workplace Compliance Code:

- The allocation and training of First Aid Officers (FAO) adhere to a ratio of 1:10;
- The provision of first aid kits within the workplace;
- Clear signage with the name of the FAO and the location of the first aid kits; and
- The provision of a suitable first aid kit in all SRG Global vehicles.

It is the responsibility of the FAO to ensure that:

- The contents of all first aid kits are maintained and inspected on a monthly basis to ensure stocks are current;
- To render first aid assistance in the workplace;
- Ensure they do not administer first aid services beyond their level of training; and
- Record any first aid treatment on the appropriate register and incident report.

24.3.1. Available First Aid equipment

An assessment of the likelihood and consequences of the hazard leading to injury or harm will assist in identifying the means of reducing the risk to employees and the first aid services and facilities appropriate for the workplace.

Project WHS Management Plan

Covalent Lithium Kwinana Refinery – Stack Raise Installation

The risk management approach involves the following four steps

- Identifying hazards that could result in work-related injury or illness
- Assessing the type, severity and likelihood of injuries and illness
- Providing the appropriate first aid equipment, facilities and training
- Reviewing the first aid requirements on a regular basis or as circumstances change.

Certain work environments have greater risks of injury and illness due to the nature of work being carried out and the nature of the hazards at the workplace. These workplaces will therefore require different first aid arrangements. SRG Global will consult with the appropriate personnel when making decisions about what facilities are needed, including those required for administering first aid.

Consultation should include:

- The type of first aid facilities that may be needed
- First aid procedures
- The number of first aiders.
- Sharing first aid equipment and facilities
- Co-ordinate access to the first aiders.

This First Aid assessment is to be carried out using the tool available in the Appendix the information required use to establish the site requirements noted in the following table.

Project Site Requirements

Facilities	
Number of first aiders	One trained first aider per ten employees
Competencies of first aiders	Provide First Aid (HLTAID003)
Number and location of first aid kits	One first aid kit for all SRG Global vehicles and site offices
Contents of first aid kits	Basic first aid kit contents Trauma kit
Additional/specialist first aid equipment	N/A – Client facilities
Automated external defibrillator (AED)	N/A – Client equipment
Emergency shower/eyewash	Required where corrosive chemicals are in use and/or stated on the SDS
First aid room	N/A – Client facilities
Provision of first aid information in languages other than English	Nil – English competency required for all staff and students who do not have English as a first language

25. RELATED TOOLS AND ASSOCIATED PROCESSES

- SRG Global WHS Management System Manual
- SRG Global Quality Management System Manual
- SRG Global Environment Management System Manual

26. APPENDICES

- 27.1. Appendix 1. Emergency Contact Information
- 27.2. Appendix 2. Contractor Acknowledgement Form

26.1. Appendix 1 Emergency Contact Information

EMERGENCY CONTACT INFORMATION		
External Emergency Numbers	Name	Contact Number
POLICE, FIRE OR AMBULANCE	N/A	000
Rockingham General Hospital	N/A	(08) 9599 4000
SRG Global Site Emergency Contacts	Name	Contact Number
Project Superintendent	Adam Riley	0457 162 100
Rope Access Supervisor	Jordan Kirkby	0406 872 504
Fabrication Supervisor	Paul Berry	0455 599 800
Rigging Supervisor	Darren Price	0438 161 151
HSE Advisor	Jacinta Jeffery	0428 238 866
First Aid Officer	Name	Contact Number
Rope Access Supervisor	Jordan Kirkby	0406 872 504
HSE Advisor	Jacinta Jeffery	0428 238 866
SRG Global Corporate Contacts	Name	Contact Number
General Manager	Mark Cowle	0415 202 237
Operations Manager	Joshua Toth	0414 940 421
HSET Superintendent	Haydyn Nissen	0497 073 441
Client Representative	Name	Contact Number
Project Lead	Deepak Gupta	0410 533 172
External / Other	Name	Contact Number
Dial Before You Dig	https://www.1100.com.au/contact/	1100

Remove from document and post prominently on-Site Notice board

26.2. Appendix 2. Contractor Acknowledgement

Instructions for use: this page to be removed / copied and given to the Contractor, once signed this document is to be stored with the other information provided by the contractor prior to commencement of works.

I _____

a representative of _____

having completed the Prequalification Questionnaire noting that we will be working under the SRG Global Management Plans while working on the _____ project, acknowledge that we have received the Project Environmental Management Plan and have read and understand what is expected during the project.

I have also received the Project Risk Assessment (if not provided by contractor) for the project and concur with the control methods in place relating to our works on site.

If we are to subcontract out any part of the works, we will review all documentation provided to us by the contractor to ensure compliance. We understand that at any time we may be subjected to an audit by either SRG Global or Covalent Lithium. Any documentation received shall be forwarded for approval to both SRG Global and Covalent Lithium.

I understand that SRG Global will enforce the requirements of the plans on each subcontractor working under it.

Company Name	
Representative Name	
Position	
Signature	
Date	

SRG Global Project WHS Management Plan (COV-MMP-0001)

Final Audit Report

2026-05-21

Created:	2026-05-19
By:	Haydyn Nissen (haydyn.nissen@srgglobal.com.au)
Status:	Signed
Transaction ID:	CBJCHBCAABAAE55-TFLyWKHUvIMiwP1UDW-KG8xg8Llz

"SRG Global Project WHS Management Plan (COV-MMP-0001)" History

-  Document created by Haydyn Nissen (haydyn.nissen@srgglobal.com.au)
2026-05-19 - 10:31:45 AM GMT
-  Document emailed to joshua.toth@srgglobal.com.au for signature
2026-05-19 - 10:34:00 AM GMT
-  Email viewed by joshua.toth@srgglobal.com.au
2026-05-19 - 12:09:17 PM GMT
-  Signer joshua.toth@srgglobal.com.au entered name at signing as Joshua Toth
2026-05-19 - 12:10:23 PM GMT
-  Document e-signed by Joshua Toth (joshua.toth@srgglobal.com.au)
Signature Date: 2026-05-19 - 12:10:25 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_TYPE
-  Document emailed to Mark Cowle (mark.cowle@srgglobal.com.au) for signature
2026-05-19 - 12:10:28 PM GMT
-  Email viewed by Mark Cowle (mark.cowle@srgglobal.com.au)
2026-05-19 - 12:38:42 PM GMT
-  Document e-signed by Mark Cowle (mark.cowle@srgglobal.com.au)
Signature Date: 2026-05-19 - 12:39:08 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_IMAGE
-  Document emailed to adam.riley@srgglobal.com.au for signature
2026-05-19 - 12:39:11 PM GMT
-  Email viewed by adam.riley@srgglobal.com.au
2026-05-19 - 12:41:34 PM GMT

 Signer adam.riley@srgglobal.com.au entered name at signing as ARiley

2026-05-19 - 1:00:47 PM GMT

 Document e-signed by ARiley (adam.riley@srgglobal.com.au)

Signature Date: 2026-05-19 - 1:00:49 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

 Document emailed to Paul Berry (paul.berry@srgglobal.com.au) for signature

2026-05-19 - 1:00:52 PM GMT

 Email viewed by Paul Berry (paul.berry@srgglobal.com.au)

2026-05-20 - 11:21:29 AM GMT

 Document e-signed by Paul Berry (paul.berry@srgglobal.com.au)

Signature Date: 2026-05-20 - 11:23:32 AM GMT - Time Source: server - Signature Appearance Selected: IMAGE

 Document emailed to jordan.kirkby@srgglobal.com.au for signature

2026-05-20 - 11:23:34 AM GMT

 Email viewed by jordan.kirkby@srgglobal.com.au

2026-05-20 - 12:40:42 PM GMT

 Signer jordan.kirkby@srgglobal.com.au entered name at signing as j kirkby

2026-05-21 - 0:06:12 AM GMT

 Document e-signed by j kirkby (jordan.kirkby@srgglobal.com.au)

Signature Date: 2026-05-21 - 0:06:14 AM GMT - Time Source: server - Signature Appearance Selected: TYPE

 Document emailed to darren.price@srgglobal.com.au for signature

2026-05-21 - 0:06:17 AM GMT

 Email viewed by darren.price@srgglobal.com.au

2026-05-21 - 2:34:03 AM GMT

 Signer darren.price@srgglobal.com.au entered name at signing as Darren price

2026-05-21 - 2:36:40 AM GMT

 Document e-signed by Darren price (darren.price@srgglobal.com.au)

Signature Date: 2026-05-21 - 2:36:42 AM GMT - Time Source: server - Signature Appearance Selected: MOBILE_DRAW

 Document emailed to jacinta.jeffery@srgglobal.com.au for signature

2026-05-21 - 2:36:45 AM GMT

 Email viewed by jacinta.jeffery@srgglobal.com.au

2026-05-21 - 4:30:48 AM GMT

 Signer jacinta.jeffery@srgglobal.com.au entered name at signing as jacinta marie jeffery

2026-05-21 - 4:31:40 AM GMT



Adobe Acrobat Sign



Document e-signed by jacinta marie jeffery (jacinta.jeffery@srgglobal.com.au)

Signature Date: 2026-05-21 - 4:31:42 AM GMT - Time Source: server - Signature Appearance Selected: TYPE



Document emailed to muhammad.ali@srgglobal.com.au for signature

2026-05-21 - 4:31:47 AM GMT



Email viewed by muhammad.ali@srgglobal.com.au

2026-05-21 - 4:47:50 AM GMT



Signer muhammad.ali@srgglobal.com.au entered name at signing as Muhammad Ali

2026-05-21 - 4:51:02 AM GMT



Document e-signed by Muhammad Ali (muhammad.ali@srgglobal.com.au)

Signature Date: 2026-05-21 - 4:51:04 AM GMT - Time Source: server - Signature Appearance Selected: DRAW



Agreement completed.

2026-05-21 - 4:51:04 AM GMT



Adobe Acrobat Sign