Perenti

Health safety and environment management system

Surface Mining · Underground Mining · Investments

Expect More

To achieve our aspiration to become the indispensable mining services company the health and safety of our people and our commitment to the environment must be central to everything we do.

We must lead the way in safe, responsible and efficient mining services and set the benchmark in our industry sector. No person should be harmed in anyway while undertaking work for Perenti.

The Group has a clear vision for HSE which is integrated throughout our 2025 strategy, articulated in our policy positions and underpinned by our five principles that guide the way we work.

The Perenti HSE Management System is a foundation for building an improved safety culture across the Group. In line with our principle of smarter together it has been developed collaboratively with our ISGs and provides a systematic approach to assist in sustained improvements in HSE performance.

The elements that sit within the HSE Management System are the minimum standards which we must achieve. They are designed to co-exist with specific country requirements and to integrate with each of the respective ISG HSE Management Systems.

As leaders we are all responsible for implementing the new HSE Management System and these systems and processes are only as good as the leadership and commitment we demonstrate every day on the job. These requirements are not an add-on to our work, they must become part of every decision we make and every action we take – they must be integrated into our normal tasks and activities.

We must all be actively engaged in always raising the performance bar as it relates to health, safety and the environment. Maintaining a safe and healthy workplace requires real effort and diligent attention every day. It is only when we all accept this daily challenge that our safety objective of no life changing events can be achieved.

MARK NORWELL

OUR PRINCIPLES

NO SHORTCUTS

We never compromise our standards. We strive for the best in everything we do and continue to raise the bar in safety, performance and transparency every day.

NEVER WASTEFUL

We make every moment count. We operate as efficiently as possible. We plan effectively, make full use of our assets and always spend our money wisely.

WALK IN THEIR SHOES

To win new clients, keep existing clients and to ensure everyone benefits, we have to really know them – not just who they are and what they're asking for, but what really matters to them.

SMARTER TOGETHER

None of us is as smart as all of us. By valuing our diversity, working together, sharing knowledge and supporting each other, we're capable of exceptional things.

ENABLE TOMORROW

We actively embrace change, enabling new technologies and smarter ways of working, so the mine of tomorrow is safer, more productive and more reliable than ever before.

OUR PEOPLE

We have a global workforce of more than 8,000 world class employees and our culture is underpinned by our principles that drive the way we work, our actions and our behaviours, in every interaction and task we perform. By living these principles, we will deliver our purpose to create enduring value and certainty and realise our aspiration to become the indispensable mining services company.

Smarter Together Safer Together

MESSAGE FROM OUR CHIEF PEOPLE OFFICER

At Perenti, the health and safety of our people and sustainable management of the environment are at the heart of everything we do.

Perenti places the health and safety of its people above all other business considerations. We recognise our responsibility for maintaining the workplace to high standards through the implementation and maintenance of a robust Health, Safety and Environment Management System. The HSE Management System defines our philosophy and requirements that ensure all Perenti locations are aligned with our respect for people and our aspiration to become the indispensable mining services company.

The Perenti HSE Management System is comprised of 14 elements, structured to provide minimum requirements to be implemented throughout all our Industry Sector Groups (ISGs) and businesses.

The HSE Management System is an integral part of our suite of management systems at Perenti. It is designed to complement and co-exist with other systems used within the organisation and provides a systematic management approach to assist in achieving industry-leading health, safety and environmental performance, whilst ensuring legal requirements and client standards are achieved.

The purpose of this booklet is to provide a detailed description of the Perenti HSE Management System elements and to document their application.

Aligned with our Principles, in particular Smarter Together, the HSE Management System has been developed in conjunction with our ISGs and provides an over-arching framework for HSE.

Key aspects of Perenti's HSE Management System include:

- Visible leadership to support a mature culture;
- Risk management tools to identify and manage risks, focusing specifically on Critical Risk Management ;
- Adoption of industry-leading practices
- Compliance with all applicable laws, regulations and client standards;
- Management of HSE risks throughout the full cycle of design, construction, commission and operation;
- Identify, measure and control potential health and environmental impacts;
- Two-way stream of continuous communication and consultation with employees and management.

We recognise that systems and processes are only as good as the leadership and commitment individuals demonstrate every day on the job. I encourage every person to have the courage to act as a safety leader and ensure that our colleagues and workmates go home safe, every day.

BEN DAVIS
CHIEF PEOPLE OFFICER

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PERENTI
HSE MANAGEMENT SYSTEM

SYSTEM ELEMENTS

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Environmental Sustainability	Training, Competence and Awareness	Contractor Management and Procurement	Incident Management	Emergency and Crisis Management	Audit and Inspections	Reporting, Document Control and Records Management

OUR ISGs

Surface Mining	Underground Mining	Investments

OUR PRINCIPLES

NO SHORTCUTS	NEVER WASTEFUL	WALK IN THEIR SHOES	SMARTER TOGETHER	ENABLE TOMORROW

1. Leadership, Planning and Review

INTENT

- ☑ Leaders integrate good HSE practices into 'business as usual' every day.

- ☑ Perenti achieves the expected and required HSE performance, supported by consistent, strong leadership at all levels.

- ☑ Continual improvement processes are applied to HSE performance.

PERFORMANCE REQUIREMENTS

1.1 Approved HSE policies must be signed by the Managing Director, available, maintained and prominently displayed at all operations and company locations.

1.2 The policies will guide the way we work in support of our business strategy and vision.

1.3 The policies must be communicated to all relevant stakeholders.

1.4 Group HSE, in collaboration with the Group Executive and ISG HSE leadership teams will develop a rolling five-year HSE Strategic Plan which must be reviewed and updated annually as part of the business planning cycle.

1.5 The Strategic Plan must detail specific and measurable HSE targets for the business to attain during the period.

1.6 Sites must develop and implement an annual HSE plan that, as a minimum, addresses all areas of the Perenti HSE Strategic plan.

1.7 All supervisory and management positions must have HSE responsibilities and accountabilities defined, documented, communicated, and included in job descriptions.

1.8 Managers and Supervisors must actively display the Perenti Principles through frequent Visible Felt Leadership interactions, critical control verifications and active participation at workforce HSE meetings.

1.9 Sites must have a process to ensure safe behaviours are recognised and rewarded and unsafe behaviours are corrected using the just cause model.

1.10 Leadership teams must regularly assess the health and safety culture of their workplaces.

1.11 Site Project Managers must review progress against their site annual HSE improvement plan with their respective business unit Operations Manager quarterly. Chief Operating Officer's must review the plans with Operations Managers six monthly.

1.12 ISG leadership teams must formally review the performance of their HSE management system for suitability, adequacy and effectiveness annually.

1.13 Perenti's HSE performance must be regularly reviewed by the Group Executive and Board.

2. Hazard Identification and Risk Management

INTENT

- ☑ Risks are effectively identified, assessed, controlled and reported.

PERFORMANCE REQUIREMENTS

2.1 Potential hazards must be identified and documented for operations, business developments, acquisitions, modifications, projects, closures and divestments.

2.2 Hazard identification and risk assessment must be applied across all levels of work using the following methodologies:
- Pre-task hazard assessment.
- Qualitative risk assessment.
- Semi-quantitative risk assessment where relevant.

2.3 The Perenti HSE Critical Risk Standards must be considered during the hazard identification and risk assessment process.

2.4 Risk assessments must be conducted to identify risks and to define risk materiality according to the highest potential severity rating.

2.5 Risks must be analysed to determine: the specific risk event resulting in the highest potential severity rating, potential causes, impacts types, preventative controls, and mitigating controls.

2.6 Risk analysis methodologies must follow processes, tools and procedures appropriate to the type of risk event assessed, including the scale and complexity of activities and work.

2.7 Risk assessments must be conducted by personnel that are competent and knowledgeable in the risk assessment methodology being applied.

2.8 All sites must establish and maintain Risk Registers containing the outcomes of risk assessments.

2.9 Site Risk Registers must be reviewed at least annually, or following a significant change or Significant Potential Incident, to reflect updates and learnings to improve the risk controls.

2.10 Control measures, including critical controls, must be identified and prioritised according to the hierarchy of controls, and implemented to effectively control risks.

2.11 Processes must be implemented to review the effectiveness of controls and identify improvement opportunities.

3. Management of Change

INTENT

⊘ All temporary and permanent changes are identified and managed to ensure risks arising from these changes remain within an acceptable level and that no new or additional risks are introduced without appropriate controls.

PERFORMANCE REQUIREMENTS

3.1 The definition of a change must be described in a Management of Change procedure and must include modifications to existing, or introduction of new processes, plant, equipment and organisational structures that may have potential HSE, or business consequences.

3.2 The risk assessment method used to evaluate a change must be consistent with the nature of the change and the associated exposure.

3.3 The process for managing changes must address:
- effective assessment and management of risks;
- temporary (including emergency) and permanent changes;
- justification for the change;
- the authority for approval of changes;
- technical due diligence;
- compliance with all relevant regulations;
- applicable standards and permits;
- licence or authority requirements;
- consultation with relevant stakeholders;
- documentation updates;
- planning and communication requirements prior to implementation; and
- training requirements.

3.4 The risks and impacts arising from changes must be communicated to relevant stakeholders, monitored and managed.

3.5 Systems must be in place to ensure Management of Change actions have been completed, their intended outcomes validated, relevant systems and documentation (including drawings) updated, and any unintended risks identified and managed.

3.6 The original scope and duration of temporary or emergency changes must not exceed the original authorisation without formal review and approval. Beyond the stipulated time period, emergency or temporary changes must progress through the standard Management of Change process.

3.7 Systems must be in place to ensure completed changes are reviewed at an appropriate time to ensure effectiveness, to verify compliance with the Management of Change process, and to determine whether any unintended consequences have occurred.

4. Operational Control

INTENT

⊘ Perenti's facilities, plant, equipment, machinery and tools are purchased, designed, constructed, commissioned, operated, maintained, modified and decommissioned in a manner that ensures HSE risks are effectively managed.

PERFORMANCE REQUIREMENTS

4.1 Key operating risks must be identified, analysed, monitored and reviewed as per HSEMS-02.

4.2 Risks introduced by non-routine activities, or by the interaction of activities, must be assessed and managed as per HSEMS-02.

4.3 Appropriate prescriptive operational and maintenance workplace standards and procedures that contain hazard controls will be in place within ISG's.

4.4 Plant and equipment drawings, manuals, design data and operating limits must be documented, controlled, understood by and readily available to the workforce.

4.5 Sites must maintain a register of safety critical equipment.

4.6 Systems must be established to manage the activation, maintenance, isolation and deactivation of safety critical equipment, systems or controls.

4.7 Systems must be established to maintain operational integrity whilst safety critical equipment is out of service.

4.8 Sites must ensure supporting records of all scheduled programs for maintenance, inspection, testing and calibration of safety critical equipment are established and maintained.

4.9 Applicable laws, regulations, permits and other regulatory requirements for operational activities must be met, and the resulting operating requirements must be documented and communicated to those affected. Compliance with these requirements must be verified periodically.

4.10 Plant and equipment must be operated within their operating design parameters and capabilities.

4.11 Personnel operating and maintaining equipment must be competent and, where applicable, formally qualified.

4.12 Systems and procedures must be established for the maintenance, inspection, testing, calibration and certification of plant and equipment to ensure ongoing integrity, in accordance with manufacturers' recommendations and recognised industry codes and standards. Any proposed changes must be subject to Management of Change as per HSEMS-03.

4.13 Systems must be established and maintained to control the suitability, quality and availability of maintenance consumables and spare parts.

4.14 Processes must be established for the calibration, maintenance, use and storage of HSE monitoring and measurement equipment.

5. Design, Construction and Commissioning

INTENT

✓ High levels of HSE management and performance are achieved throughout the construction and operational life-cycle of all operational facilities by the assessment and management of HSE risks during project design, construction and commissioning.

PERFORMANCE REQUIREMENTS

5.1 Planning, design, selection and location of new sites, plant, equipment and processes must consider known and anticipated HSE risks, and provide for maintenance, modification, decommissioning, disposal and closure.

5.2 Any design, construction and commissioning (including any modifications) must be compliant with applicable legislation, relevant industry codes and standards, and recognised and generally accepted good engineering practice.

5.3 Sound engineering practices and risk management principles and techniques, in accordance with HSEMS-02, must be used.

5.4 Facilities, plant and equipment must be designed and constructed such that identified risks are balanced against financial benefits and are consistent with As Low As Reasonably Practicable (ALARP) principles.

5.5 The design, purchase and construction of new equipment or facilities must be supported by the assessment of occupational health, hygiene and societal risks, including ergonomics, human factors, noise levels, equipment emissions and potential major incidents.

5.6 Design reviews must take place for constructability, operability and maintainability of plant, equipment and systems to ensure that all risks are effectively identified, addressed and documented.

5.7 A project must have a documented and approved commissioning plan which incorporates the management of risks and the conformance to required standards for start-up and operability.

5.8 Pre and post-start up reviews must be conducted and documented to confirm that:
- Construction is in accordance with specifications;
- The facility performs to expectations;
- Emergency, operational and maintenance procedures are in place and are adequate, especially for safety critical and regulated equipment;
- Risk treatment actions have been carried out;
- Training of personnel has been conducted and documented;
- Legal, regulatory and licence and/or other permit requirements have been met.

6. Engagement, Consultation and Support

INTENT

✓ Employees, contractors and external stakeholders are consulted and fully informed on our activities, HSE performance and practices.

PERFORMANCE REQUIREMENTS

6.1 A documented process must be in place to identify internal and external stakeholders.

6.2 Processes must be established to ensure relevant stakeholders are engaged in working collaboratively to identify HSE risks and concerns.

6.3 Perenti's procedures, HSE management standards and relevant information will be communicated to employees, contractors, external stakeholders and all other duty holders on a regular basis and as appropriate. Mechanisms must be established to provide for consultation and feedback.

6.4 A documented process will establish and maintain methods for the ongoing participation of employee's, contractors, external stakeholders and all other duty holders in HSE issues and in the development, implementation, review and adjustment of initiatives and programs.

6.5 A confidential Employee Assistance Program must be established to support our employees.

6.6 A documented process will establish and maintain the sharing of HSE information, experiences and leading practices across the business.

6.7 ISG's must appoint persons who are authorised to communicate with government agencies.

6.8 As required or requested Representatives and Health and Safety Committees will be elected, established, trained and maintained in support of Health and Safety Legislation.

7. Health and Hygiene

INTENT

⊘ Potential health impacts are systematically measured and monitored, and appropriate actions are taken to prevent or minimise these impacts.

PERFORMANCE REQUIREMENTS

7.1 Sites must develop and implement a risk-based health hazard monitoring program in accordance with the Perenti Health and Hygiene Standards.

7.2 Relevant health and hygiene controls must be identified to prevent and manage risks to health.

7.3 Sites must integrate health measurement and monitoring programs into their HSE systems, processes and procedures.

7.4 Sites must consult with all key stakeholders and within relevant work groups where health monitoring identifies significant risks or exposure to employees/contractors.

7.5 Perenti must establish health performance measurement targets.

7.6 Sites must communicate health monitoring results and recommended actions to individuals participating in the program, leadership teams and relevant work groups.

7.7 Medical surveillance must be undertaken for individuals or workgroups where risk profiles identify significant health hazards.

7.8 Documented risk based processes must be implemented to assess employee's fitness for duty including drug and alcohol screening, fatigue management, psychological and physiological impairment.

7.9 A documented process to manage injury and illness cases must be implemented and maintained.

7.10 Maintenance, service and calibration results of all health monitoring and testing equipment must be documented and maintained.

8. Environmental Sustainability

INTENT

⊘ Potential environmental impacts are systematically identified, measured and monitored, and appropriate actions are taken to prevent or minimise these impacts.

PERFORMANCE REQUIREMENTS

8.1 ISG's must develop, implement and maintain environmental sustainability management plans (or similar) that cover the relevant environmental aspects and impacts.

8.2 Sites must develop and implement a risk-based environmental impacts monitoring program in accordance with the requirements of their management plan and applicable Perenti Environmental Standards.

8.3 ISG's must establish environmental hold points for all tenders, EOI and quotations so that a review can be undertaken to fully consider the environmental implications for the project/opportunity.

8.4 ISG's must develop reduction and efficiency plans to include sustainable use of natural resources, energy consumption and greenhouse gas emissions.

8.5 Personnel providing environmental advice, reviewing environmental risk assessments, environmental or sustainability management plans and providing inputs to tenders must be suitability competent environmental professionals.

8.6 ISG's will maintain processes to capture, record and report non-financial data for environmental and sustainability performance reporting, ensuring the requirements of third-party assurance auditing are met.

8.7 Maintenance, service and calibration results of all environmental monitoring and testing equipment must be documented and maintained.

9. Training, Competence and Awareness

INTENT

- Work is always undertaken by people who are trained, competent and authorised for that work.

- There is a structured system in place for identifying required competencies, delivering necessary training, and verifying the training effectiveness and on-the-job competency.

- Employees, contractors and visitors understand the relevant HSE requirements, hazards, risks and controls.

PERFORMANCE REQUIREMENTS

9.1   Position profiles must be established for employees and permanent contractors and include minimum compliance requirements, qualifications, legislative licences, regulatory certificates and HSE competencies.

9.2   Competency training must be aligned to the position profiles derived from a full Training Needs Analysis, which will form the basis of annual site training plans. Recognition must be given to current competencies and may be given for prior learning.

9.3   Site HSE related training records must be secured and maintained in the relevant ISG training record management system.

9.4   Plans for the Verification of Competency must be established for each competency identified in position profiles. Training must be assessed through an approved structure of written, e-learning, simulation and on-the-job observations.

9.5   To maintain an ongoing competent workforce, each site must implement and maintain refresher and re-training competencies that meet operational requirements.

9.6   All employees, contractors and visitors to sites must be provided with general site induction training. As a minimum, induction training must reference HSE responsibilities and expectations, the significant site / area HSE risks and the relevant emergency response procedures.

9.7   Site 'on boarding' programs must be delivered to employees and contractors and include training in key components of the Perenti HSE Management System and specific workplace orientation.

9.8   As a minimum, essential and appropriate training must be provided before an employee or contractor is permitted to perform work.

10. Contractor Management and Procurement

⊘ Procured goods and equipment supplied to Perenti meet Perenti HSE requirements.

⊘ Contractual services supplied to Perenti are managed to meet Perenti HSE requirements and deliver the required HSE performance.

⊘ There is clear accountability for all HSE activities across the contractor management and procurement processes.

PERFORMANCE REQUIREMENTS

10.1 Clear accountability for the implementation of all HSE requirements must be assigned throughout the procurement process and contract period, including the appointment of a contract owner for each stage of the process.

10.2 During the scope development phase of the procurement or contractor management process, the following elements must be addressed:

- Scope documentation must identify and communicate the required HSE controls, Perenti policies, standards, procedures and legislative requirements.

- The contract owner must undertake an assessment of the contractor's HSE management system against the Perenti HSE Management System.

- The contract owner must obtain evidence from contractors of all required permits, licences, and certificates for work to be performed at Perenti sites.

10.3 Potential suppliers must be evaluated through a standardised ISG process to ensure:

- Compliance or alignment with Perenti HSE policies, standards and procedures and HSE legislative obligations.

- The supplier has the experience, capability and resources available to implement identified controls, such as critical controls for high risk tasks.

- Proposed materials and equipment meet Perenti's specifications and legislative requirements.

- Labour is appropriately qualified and experienced to undertake the scope of works.

10.4 The HSE evaluation must form a core aspect of the supplier assessment criteria in selection and award.

10.5 Contract documents must, where appropriate, identify the risks with the work to be undertaken and clearly outline:

- Relevant legislative obligations for Perenti and the supplier;

- Relevant Perenti HSE policies, standards and procedures;

- Required HSE inspections, record keeping and reporting for labour, equipment and materials by the supplier;

- The manner and frequency by which the supplier must be measured against HSE performance and the penalties for non-performance up to and including termination of the supply arrangement.

10.6 Sites must establish a process to evaluate the contractor's ongoing compliance with the Perenti HSE Management System (or, if agreed under the contract their own).

10.7 Contractor HSE performance must be audited regularly.

10.8 The properties of any materials which present HSE risks must be properly understood and documented on safety data sheets which are to be made available in the workplace.

10.9 There must be a process for safe disposal of surplus / used materials.

11. Incident Management

INTENT

- All HSE incidents are reported, investigated and analysed.
- Learnings from incidents are shared across the business to prevent recurrence.

PERFORMANCE REQUIREMENTS

11.1   All sites must have a process for managing incidents that specifies local requirements and responsibilities for reporting, recording, investigating, analysing, developing and managing corrective actions and communicating the above consistent with the Perenti Incident Reporting and Investigation Standard (ADMS-111-22754).

11.2   INX and MYOSH will be used as the incident management databases and tracking tools.

11.3   Investigation and analysis methods must be applied as appropriate in accordance with the Perenti Incident Reporting and Investigation Standard.

11.4   ISG's must maintain a fully resourced pool of 'Lead Investigators' to provide high level investigation skills, for coaching staff in how to conduct investigations, and to facilitate and review SPI investigations.

11.5   All personnel leading incident investigations must be trained and deemed competent in the investigation model being used for the investigation.

11.6   ISG's must have a process for recording, approving and implementing the actions arising from incident investigations in a timely manner.

11.7   Sites must have a process for regularly reviewing the status and effectiveness of implemented actions arising from SPIs.

11.8   The business must have a process for regularly reviewing the status of shared learnings across the business to reduce the risk of repeat SPIs at different sites.

11.9   All personnel must be competent to apply the Perenti Incident Reporting and Investigation Standard, as applicable to their role or level in the business.

12. Emergency and Crisis Management

INTENT

- All potential emergency and crisis situations are identified, and response plans are developed.
- Adequate processes, resources and capability are in place at all sites to respond effectively to crisis, emergency and business continuity situations.

PERFORMANCE REQUIREMENTS

12.1   Sites must perform risk assessments to identify all credible situations that will require emergency response.

12.2   Sites must ensure response plans are developed and implemented for all potential emergency situations identified as per the requirements of the Perenti Crisis and Emergency Management Standard (ADMS 111-22298).

12.3   In the absence of a client's program, sites must develop a risk-based schedule and conduct regular emergency response drills and exercises to test all areas of the required response. Where Clients have such a program sites must participate as required.

12.4   Personnel responsible for emergency response and management must be trained and have the appropriate skills to meet the competencies and responsibilities required.

12.5   First aid, medical support systems and emergency response equipment will be established, implemented and maintained appropriate to the level of risk.

12.6   Perenti must establish and maintain a Corporate Crisis Management Plan consistent with the requirements of Perenti Crisis and Emergency Management Standard (ADMS 111-22298).

12.7   Sites Emergency Response plan must supplement the Corporate Crisis Management Plan to meet their local requirements, ensuring that linkages between plans are maintained.

12.8   All scenarios with the potential to affect business continuity in a material way must be identified and documented.

12.9   Continuity plans must be developed, documented, maintained and made accessible at all business and relevant site level scenarios.

12.10   Continuity plans must be tested and reviewed at ISG and Group level.

13. Audit and Inspections

INTENT

- Compliance to the Group HSE Management System is evaluated.
- The effectiveness of risk controls is evaluated.
- Improvement opportunities are identified through systematic HSE audits and inspections programs.

PERFORMANCE REQUIREMENTS

13.1   Sites must develop and implement programs for regular inspection of operational work areas using documented checklists.

13.2   Workplace inspection processes must be risk-based; consider frequency, critical control verifications and management involvement; and include the identification of sub-standard conditions and corrective actions. The processes should be designed to include:

- A risk-based approach to the frequency of inspections per workplace;
- A layered approach to the audits ensuring all levels of the management structure are active in the inspection processes;
- The review and verification of compliance with critical controls;
- The identification of substandard conditions and practices;
- A review of the status of previous substandard conditions and improvement actions;
- A corrective action process that ensures substandard conditions are addressed.

13.3   Sites must establish a self-assessment program of the Group HSE Management System.

13.4   Group HSE must coordinate regular audits of sites against the Group HSE Management System and Group HSE standards.

13.5   Specialist focused audits must be undertaken by the Group HSE function at the request of the Group Executive, the Board or after a significant industry or company HSE event.

13.6   All inspections and audits must include a corrective action and review process.

13.7   Sites must develop an action plan for HSE audits with actions prioritised based on risk.

13.8   HSE audit actions must be tracked and monitored for on-time completion and effectiveness.

13.9   Sites must establish a process to identify repeat findings from workplace inspections and review these with site leadership.

14. Reporting, Document Control and Records Management

INTENT

- HSE Safety performance is reported to internal and external stakeholders.
- Key documentation relating to the Group HSE Management System is developed, controlled and available at points of use.
- Systems and processes are in place for the identification, storage, protection, retrieval and retention of relevant documents and records.
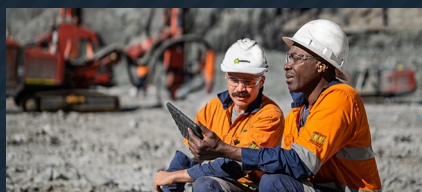
PERFORMANCE REQUIREMENTS

14.1   Documented processes must be in place to verify that HSE legal and other requirements applicable to the ISG are identified and compliance is reviewed.

14.2   ISGs must develop compliance registers to summarise identified HSE legal and other requirements including:

- The responsible person for specific compliance requirements; and
- A listing of external legislation and permits required to operate.

14.3   Leading and lagging HSE indicators aligned with annual objectives and targets must be reported to management on a regular basis to monitor performance and to drive continuous improvement.

14.4   ISG's must develop and maintain HSE document control processes in accordance with the Perenti Group Documented Information Management Procedure (PDMS-3816) process.

14.5   Sites must ensure that relevant employees and contractors have access to the most current version of documents and drawings.

14.6   Records must be established and maintained, as necessary, to demonstrate compliance to the Group HSE Management System and associated standards.

14.7   All health and hygiene data must be managed subject to appropriate security, privacy and confidentiality requirements.

14.8   Records must be readily retrievable and regularly backed up.

14.9   Records must be stored and retained to meet all legal and regulatory requirements.

14.10   Group HSE must document, maintain and regularly review the complete elements of the Group HSE Management System.

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