

STANDARD 3

CAPABILITY, COMPETENCY & CULTURE



Work activities at Gold Road will be appropriately resourced, with the personnel having the level of training and skill required to perform their activities to promote their health, safety and the care for the environment. The organisation will foster a culture of learning and continuous improvement to enable us to think and act differently.

REQUIREMENTS

CAPABILITY

- 3.1. Gold Road Management will ensure the organisation is adequately resourced with the required resources (people and equipment) to adequately manage risk and promote a healthy and safe work environment with optimal care for our environment.
- 3.2. Suitably qualified and experienced HSE professionals will be appointed to assist with ensuring that health, safety and environmental requirements are met.
- 3.3. Gold Road HSE professionals shall enable HSE leadership through line management by providing coaching, effectively supporting change management and through the provision of technical HSE advice.
- 3.4. HSE requirements shall be considered during the planning process of new projects / ventures to ensure adequate HSE capability and performance is achieved.
- 3.5. The recruitment process for new operational leaders shall involve assessment of HSE leadership capability and competence.

COMPETENCY

- 3.6. Gold Road leaders shall be provided with an appropriate level of HSE leadership knowledge and skills based on their level of HSE accountability.
- 3.7. Gold Road personnel will hold the appropriate skills, competency and experience required to complete their work activities in accordance with HSE requirements.
- 3.8. Employee position descriptions will clearly outline HSE roles, responsibilities and accountabilities.
- 3.9. Gold Road employees, contract partners and visitors will be made aware of HSE expectations and hazard identification / risk management processes through induction and on-boarding.
- 3.10. Gold Road will establish and maintain a system to ensure all core HSE training records, licences and competencies are recorded and stored appropriately.
- 3.11. Gold Road will ensure that training and competency programs delivered internally have considered the cultural and educational diversity of the workgroup and where appropriate made reasonable adjustments to ensure the content is delivered in an appropriate medium for effectiveness.

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CULTURE

- 3.12. HSE leadership and culture shall be assessed formally through employee engagement and culture surveys, which will be conducted at the discretion of Gold Road Executive Management, with findings reported to the Board.
- 3.13. Directors, Executive Management and Departmental Managers shall conduct Visible Leadership activities (which are to incorporate HSE) onsite or within operations on a regular basis.
- 3.14. Gold Road will establish and maintain the Gold Road behavioural-based program Golden Commitments across all sites to ensure Environmental, Social, Governance (ESG) remains a key business driver.

Version Number	Revision Date	Document Owner	Document Approver
Version 1.0	25 March 2022	General Manager – Capability & Culture	Board of Directors