

STANDARD 13

HEALTH & HYGIENE MANAGEMENT



Gold Road -is committed to effectively identifying and controlling health and hygiene hazards to protect the wellbeing of workers and meet regulatory requirements.

REQUIREMENTS

PHYSICAL HEALTH & WELLBEING

- 13.1. Personnel attending Gold Road sites must have an approved medical assessment before the commencement of work and will undergo medical re-assessment at intervals determined using a risk-based approach based on occupational role and working environment.
- 13.2. Gold Road sites will have adequately trained first response personnel to manage health and hygiene risks associated with Gold Road's operations.
- 13.3. Gold Road will adequately resource and maintain medical equipment and resources commensurate to the respective site or operation's risk profile and proximity to medical support.
- 13.4. Gold Road will ensure where workers are exposed to pathogens, the appropriate immunisations are made available to affected workers at required intervals
- 13.5. Gold Road will encourage personnel to maintain a healthy lifestyle and their wellbeing through regular, company led initiatives.
- 13.6. For Gold Road supplied messing, balanced food options will be made available to ensure workers can maintain a healthy diet, with provisions made for dietary requirements.
- 13.7. Gold Road will establish and maintain an injury management system to ensure workers' compensation and non-work related injuries/illnesses are effectively managed by trained and competent personnel.

MENTAL HEALTH & WELLBEING

- 13.8. Gold Road leaders and contract owners are to ensure psychosocial hazards and risk factors are considered in work programs.
- 13.9. Gold Road will provide psychosocial hazard training to workers commensurate with their role.
- 13.10. Gold Road will ensure that adequate and trained Mental Health First Aiders are appointed as a point of contact for mental health concerns.
- 13.11. Gold Road will establish a framework and training to support leaders in managing workers' mental health.
- 13.12. Gold Road will provide employees and their immediate family members with access to a confidential counselling service (employee assistance program).
- 13.13. Gold Road will provide a mechanism for the confidential reporting of psychosocial hazards and incidents.
- 13.14. Gold Road will conduct regular engagement surveys to seek feedback from the workforce regarding the management of psychosocial hazards at Gold Road.

OCCUPATIONAL HYGIENE

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- 13.15. Gold Road will comply with regulatory requirements for the identification and management of health and hygiene hazards including the establishment of health risk assessments, hygiene management plans and reporting of exposure results
- 13.16. Workers are required to participate and comply with any Gold Road occupational hygiene monitoring.
- 13.17. Gold Road will work to industry best practice to reduce worker exposure to occupational health & hygiene hazards utilising the Hierarchy of Controls to reduce risk to as low as reasonably practicable.

Version Number	Revision Date	Document Owner	Document Approver
Version 2.0	25 August 2023	General Counsel and Company Secretary	Risk and ESG Committee