



HSEC CONDITIONS FOR CONTRACTORS

Prior to commencement of any work on site, the contractor shall provide Terramin with all documentation to demonstrate compliance with HSEC legislation and a statement that its employees and sub-contractors will comply with the requirements of Terramin's Occupational Health and Safety Management System as summarised below.

All contractors working at Terramin's Angas Mine Lease(s) shall comply with the following conditions:

1. All contractors shall work in accordance with the relevant South Australian legislation. The main pieces of legislation for compliance are:
 - a. The Occupational Health and Safety and Welfare (OHSW) Act (1986) and the OHSW Regulations (1995)
 - b. Approved Codes of Practice made under the Act
 - c. Australian Standards cited in the legislation are mandatory – otherwise should be considered as general information to assist in meeting the OHSW obligations.
 - d. Environment Protection Act (1993)
2. All contractors shall comply with Terramin regulatory requirements including conditions of the Angas Zinc Mining and Rehabilitation Program (MARF), the mine lease and licence. The General Manager may have discretion to vary the requirements of conditions 12 and 14 (listed below) for work to be undertaken on the mine lease but outside the Mine Operational Area.
3. All contractors shall comply with Terramin Australia Ltd HSEC procedures and policies and ensure risk assessments are conducted wherever safe work procedures are not in place.
4. All persons working on site shall have a General induction. If working in other operational areas, they shall have inductions specific to the areas of work. Only persons with a full induction will be permitted to access Terramin sites unescorted.
5. All hazards and incidents must be immediately reported to supervision who will notify key personnel. All injuries must attend the first aid centre for review and appropriate management.
6. PPE
 - a. All persons working on Terramin sites must wear clothing and PPE appropriate to the work they shall be doing and the work areas they are accessing. Clothing and PPE must comply with the appropriate Australian Standards. Jewellery, hair and clothing shall be covered/restrained to prevent entanglement in equipment.
 - b. Terramin Australia Limited will provide on a loan basis PPE Clothing, Gloves, Safety Glasses and Rubber Boots which will be replaced subject to fair wear and tear. All other PPE items will be charged for via sundry debtors
7. Fitness for work
 - a. Terramin has a testing program in place for Alcohol and Other Drugs. Testing may be conducted at any time and includes random, blanket, causal, and suspicion. Persons returning positive results shall not be permitted to work on Terramin sites.
 - b. Illness/injury – all illness and injuries must be immediately reported to supervision – this includes non work related conditions. Medications must be declared to Supervision if there is any potential to impact on fitness for work.
 - c. Fatigue – a maximum of 14 hours shall be worked in a single shift without the approval of the General Manager. Permission will only be given after a fatigue risk assessment



has been completed. The maximum hours of work shall include travel time if travel time to and from work exceeds 20 minutes.

8. Chemicals and other Hazardous Substances – a register of substances shall be provided to the appropriate Terramin site representative detailing the type and amount of substances being brought to site. All substances shall have a MSDS and a risk assessment for use. All chemicals will be appropriately stored according to legislation, Codes of Practice and Australian Standards.
9. All contractors shall supply their own Red coloured danger locks and danger tags. Terramin can supply a small number of loan danger locks that will be replaced subject to fair wear and tear. All other items will be charged for via sundry debtors.
10. Licensing – all personnel working on Terramin Mine leases shall be appropriately ticketed and licensed to operate equipment and perform work as required by legislation.
11. Smoking is not permitted in the workplace. Smoking may be permitted in designated areas.
12. Processes are to be in place to prevent unauthorised entry to hazardous work areas and shall include signage and barriers.
13. All contractors shall adhere to the site lead management guidelines, policy and protocol as outlined in the MARP. Personnel are required to eat only in designated eating areas and must wash hands and face prior to eating, drinking and smoking to minimise the transfer of lead contamination. Additionally, personnel working on site must shower and change clothing and boots prior to leaving site. Clothing worn for work will be washed on site.
14. Equipment used on site must be fit for purpose, have a risk assessment conducted and ensure moving parts are adequately guarded. Pre start checks shall be conducted at least daily with defects reported and corrected to ensure safe operation.
15. Equipment entering and leaving through the site gates must thoroughly wash their vehicles, either through the truck wash facility or in the designated wash down bay to prevent off site lead contamination and weed transfer.
16. Testing/Tagging of electrical equipment and slings – a system shall be in place to ensure all portable electrical equipment and lifting gear have been tested and tagged within quarterly timeframes and must be completed prior to the equipment being brought on to site.
17. Any electrical work or work on electrical installations shall only be conducted by electricians with current SA electrical licensing.
18. Multimeters used on all Terramin sites shall be rated to category 4 rating.
19. All works shall comply with the noise limits defined in the current Environmental Protection (Noise) Policy as outlined in the MARP (47dB(A) 7am-10pm and 40dB(A) 10pm-7am). Measurements may be requested to demonstrate compliance.
20. No works shall create a loss of amenity, adverse impact to public health or nuisance impact to local residents from air emissions, dust or odour generation. All practical measures must be taken to ensure compliance.
21. All spills must be cleaned up immediately, reported to supervision and investigated through the Terramin incident reporting system.
22. All waste brought on site or generated by contractors is the responsibility of the contractor. Small amounts of general waste or recyclables can be disposed of through Terramin's waste management streams, with prior approval from Terramin personnel.
23. All sources of water and soil/ore used or generated during contractor works shall be managed such that no adverse impact to the quality of soil, groundwater and surface water is sustained, on or off the lease. For works carried out within the mine lease, no water is to leave the boundary.



24. Any clearance of vegetation shall be done in accordance with regulatory requirements and with the approval of Terramin personnel.
25. Discovery or disturbance of any Aboriginal sites shall be reported immediately to Terramin supervision.