

**BIG
YELLOW**

Big Yellow Mining Pty Ltd

Induction

FO6521A

January 2023



About Us

Who are Big Yellow?



Tailored mining services

Expert technical advice

Decades of management
experience

Our Purpose

To be the leading mid-tier mining
services business in WA



Welcome to Big Yellow Mining

- With our operational experience across all sectors of mining, mine management and asset management we will be successful
- We want everyone at Big Yellow to work with each other and practice a Healthy and Safe Workplace which achieves “Zero Harm” for everyone
- We have the best fleet management people and great relationships with the OEMs
- Big Yellow will continually be striving to identify operational, technical and cost saving opportunities for our partners
- Our size allows us to be dynamic, flexible and customer focussed
- We are attracting A grade people to Big Yellow due to our reputations and those people bring others to our company
- We are a people focussed company and are looking at innovative ways to retain our best talent
- We have a personal relationship with all our people
- We will develop long term, respectful relationships with our partners.
- We will make it happen
- We might be new, we might be different, but we have the experience and commitment to deliver.

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Expected Behaviors

- Have fun
- Be people oriented
- Act with integrity
- Be good, different
- Deliver
- Grow loyalty



What's in a name

The Big Yellow name does not refer to big yellow pieces of mining equipment, but is based on an area that was mined long ago in Northern Queensland called the small yellow snake. We wanted to find the big yellow snake that old timers always talked about but never found.

The strong and capable traits of those miners are reflective of our company, our leadership and our approach. Our branding takes inspiration from the ochre colours of the regions in which we operate.



Executive Management



David Edwards
Executive Chairman



Mitch Wallace
Chief Operations
Officer



Chris Overton
Plant Manager



Brad Gordon
Chief Executive Officer



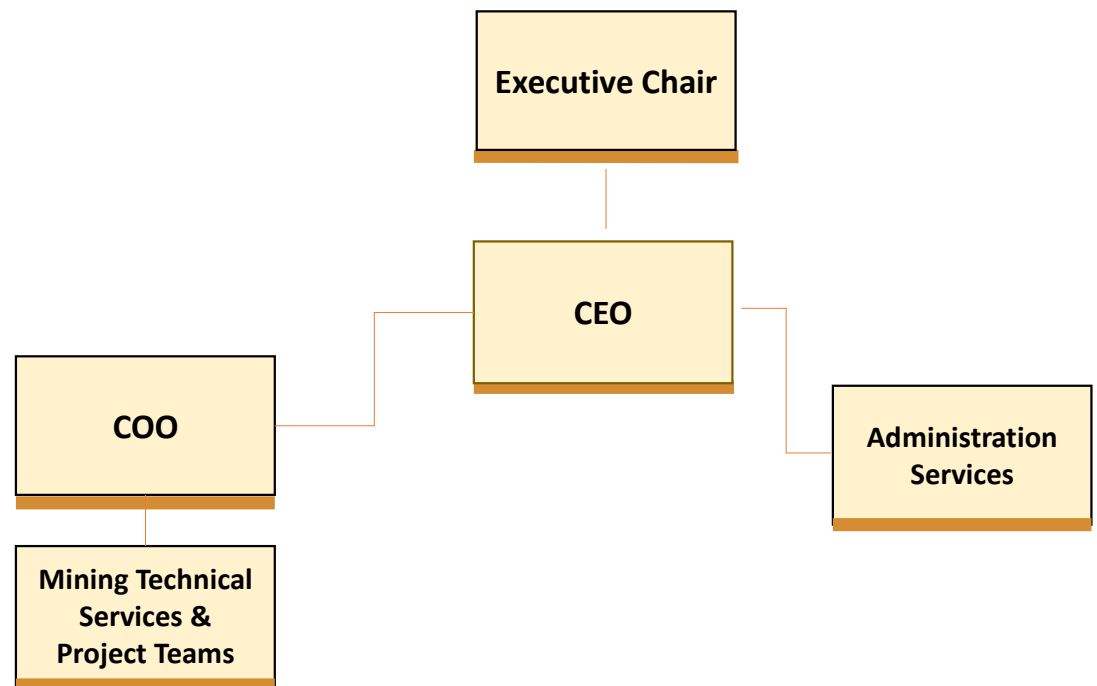
Euan Williamson
Technical Services Manager

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Our leadership team is the essence of what truly sets us apart from other mining contracting companies in Australia. Our leaders are driven to meet the unique needs of our clients and have the background and expertise to really bring something different to the table.

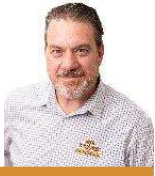


Our Structure





David Edwards,
Executive Chair



Brad Gordon
Chief Executive Officer



Mitch Wallace
Chief Operating
Officer

Our Commitment

Big Yellow is committed to providing a safe and effective workplace for all our people and aims to clearly communicate its workplace expectations through:

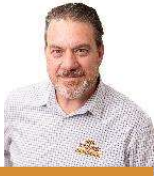
- Big Yellow's Purpose;
- Big Yellow's Expected Behaviours;
- Role specific Position Description; and
- Big Yellow's Workplace Codes, Policies and Procedures

At Big Yellow we **trust and expect** everyone **to commit** to effective Health and Safety Workplace practices, to achieve “**Zero Harm**” for everyone.





David Edwards,
Executive Chair



Brad Gordon
Chief Executive Officer



Mitch Wallace
Chief Operating
Officer

Big Yellow's Expectations

Big Yellow **trusts** its people will work in accordance with the following Expectations:

1. Actively support Big Yellow's Purpose.
2. Actively promote and exhibit to Big Yellow's Expected Behaviours.
3. Adhere to Big Yellow's Codes, Policies and Procedures.
4. Adhere to Health, Safety and Environment procedures and actively promote a safe and hazard-free workplace.

Our Workplace

Big Yellow's Workplace Codes, Policies and Procedures:

- Code of Conduct
- Appropriate Workplace Behaviour
- Performance and Conduct
- Work Health and Safety Policy
 - ❑ Fitness for Work Procedure



All our people deserve to be kept safe and be treated with care, dignity and respect.

Our Workplace – Code of Conduct

Is a framework of ethical principles and good governance practices for conducting business.

Consistent with Big Yellow's Purpose and Behaviours, it details the Company's expectations when dealing with clients, colleagues, suppliers, creditors, community members and other stakeholders.

We trust you will do the right thing:

- Act with the utmost integrity and professionalism and be **trustworthy** with the appropriate use of company's property including information, funds, equipment and facilities;
- Refrain from corrupt behaviour;
- Exercise objectivity, fairness, equality, courtesy and respect when dealing with clients, employees and other external stakeholders;
- Avoid conflicts of interest; and
- Comply with all applicable laws and regulations.

Our Workplace - Appropriate Workplace Behaviour



Big Yellow seeks to provide a positive, safe and inclusive work environment free from **unlawful** and **inappropriate** behaviour including discrimination, harassment, sexual harassment, bullying and victimisation.

Big Yellow will not tolerate these inappropriate forms of behaviour.

We trust that all our people will do the right thing, by sharing the responsibility to promote an environment which is free from inappropriate workplace behaviour and calling out unacceptable conduct.



Our Workplace – Performance and Conduct



We **trust our people to do the right thing** and work with us to make Big Yellow exceptional by:

- fulfilling your employment responsibilities and performing the legitimate requirements of your role; and
- applying your full knowledge, skills and abilities diligently, lawfully, safely and using your best endeavours in accordance with the Company's policies and procedures.

Our Workplace – Conduct



What does **Serious Misconduct** look like?

It is conduct that is wilful or deliberate and is inconsistent with the continuation of employment or engagement. Conduct may include, but not limited to:

- theft, fraud or assault.
- wilful damage of the Company's (or their client's) goods, property, profits and/or reputation.
- being intoxicated by alcohol and/or prohibited substances, in the workplace.
- a serious breach of the Big Yellow's Work Health and Safety Policy.

What does **Misconduct** look like?

It is unacceptable workplace behaviour including, but not limited to:

- physical, verbal and/or emotional abuse
- wilful acts or omissions
- refusal to obey a reasonable lawful direction
- failure to comply with Big Yellow's policies or relevant laws and regulations

Our Workplace – Performance

What does **Underperformance** look like?

It is the consistent **or** a gross failure to meet expected standards which, may be exhibited by the following, but not limited to:

- unsatisfactory work performance, through the failure to perform position responsibilities or perform them to a required standard
- non-compliance with workplace policies or procedures
- unacceptable behaviour in the workplace
- disruptive or negative behaviour that impacts on co-workers

Our Workplace – Empowering you



Resolution Process

Big Yellow values its people and is committed to providing a positive and inclusive work environment, free from all forms of inappropriate behaviour.

Should a team member experience a workplace concern, the matter may need to be resolved with **the assistance of others**. Big Yellow's process seeks to resolve issues effectively and promptly.

Employee Assistance Program (EAP)

At Big Yellow, we care about you, our people and your wellbeing.

We provide **confidential** EAP Wellbeing Services delivered by **BSS Psychology**

Contact: **1800 30 30 90** (Freecall)
 appt@bsspsych.com.au

HSEQT Requirements

Big Yellow has been operating since April 2021. People and their safety is paramount to being a successful mining employer.

We have developed safe systems of work that cover the work that we undertake.

This is located in the Big Yellow Management System

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Fitness for Work

- **All employees, contractors and visitors of Big Yellow work sites are responsible for:**
 - Ensuring they are fit for work
 - Raising any concerns about their fitness for work with their Supervisor/ Manager
 - Raising any concerns about another person's fitness for work with that person.
- All staff, employees, contractors and visitors must present for work fit for duty and free from the effects of alcohol, prohibited/illicit drugs and prescription and over the counter medications.

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Principal Mining Hazards



- Principal Mining Hazards Identified for each project
- Critical controls put in place to manage these hazards
- Leadership verifies that the controls are working

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Incident Reporting

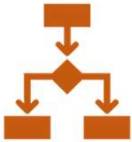


- We must report all incidents/accidents to your Supervisor as soon as possible
- All incidents must be reported no matter how minor they may seem.

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Safe Operating Procedures



- SOP's give guidelines for doing a task.
- We must review and understand an SOP before commencing a job.
- If an SOP doesn't exist for a job, then a JSA must be done.
- It is important to know the guidelines that will help the task be done safely and effectively

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Safety Representatives & Meetings

Why do we have Safety Reps?

- Safety Representatives represent the crew on issues of safety and has certain powers as given by the Department Of Mines, Industry Regulation And Safety
- Each crew elects a Safety Representative

Why do we have a safety meeting every month?

- Safety Meetings cover - Incidents and accidents over the past month, Monthly Safety Topics, Safety statistics including MTI's & LTI's, Hazards in the workplace & any safety issues you may wish to raise

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Project Rules



Drink water regularly to ensure you are well hydrated
monitor urine colour to prevent dehydration

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All enclosed workplaces are smoke-free - Offices, Crib rooms, Vehicle cabs, Toilets, Fuel and oil storage areas, Magazines, Chemical storage areas and other areas as signposted. This also applies to Vaping.



Personal and unauthorised mobile phones are not permitted on site.
Phones can cause distractions leading to incidents.



Ear phones may not be used on site as they hinder our ability to clearly hear 2-way communications and vehicle horns.
MP3 players can only be played by using a radio transmitter linked with the equipment radio.



Jewellery - No rings on fingers Neck jewellery under clothing
No bracelets or bangles except "Medic Alert" - individuals wearing Medic Alerts should ensure their supervisor is aware of their medical situation.
Only watches that have a band with a pin joining link - Velcro watch bands are not permitted.
Only small ear /facial studs No loops or hanging earrings.

Safety Signage

Must always be obeyed



Mandatory Signage - (Blue & White)

- Must be obeyed



Prohibition & Danger Signage - (black, red & white)

- Denotes danger or something that must not be done



Warning - (Yellow & Black)

- Warns of a hazard



Emergency – (Green, White & Black)



Fire – (Red & White)



Hazchem - (diamond shape, differing colours) - dangerous goods

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Duty of Care (Employee)

As employees, we must take care to

- Ensure our own safety and health at work
- Avoid affecting the safety and health of anyone else
- Follow instructions from the employer – if you don't understand, then ask!
- Use PPE and safety equipment in the correct manner as instructed
- Not misuse / damage any equipment provided

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Duty of Care (Employer)

Big Yellow Mining must:

- Provide and maintain work areas, plant, equipment and systems of work so that employees are not exposed to hazards
- Provide information, instruction, training and supervision to all employees
- Consult and co-operate with health and safety representatives
- Provide personal protective equipment
- Ensure that employees are not exposed to hazards in the management of plant and substances

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Manual Handling

Use lifting aids wherever possible

What you shouldn't do when completing manual handling tasks?

- Do not lift loads heavier than 16kg on your own
- Do not hold loads away from your body
- Do not handle a load above shoulder height
- Do not bend forward and handle a load below mid-thigh height
- No twisting
- No Sideways bending and load handling with one hand
- Do not carry loads long distances
- No Strenuous pushing and pulling
- No sudden jerky movements.

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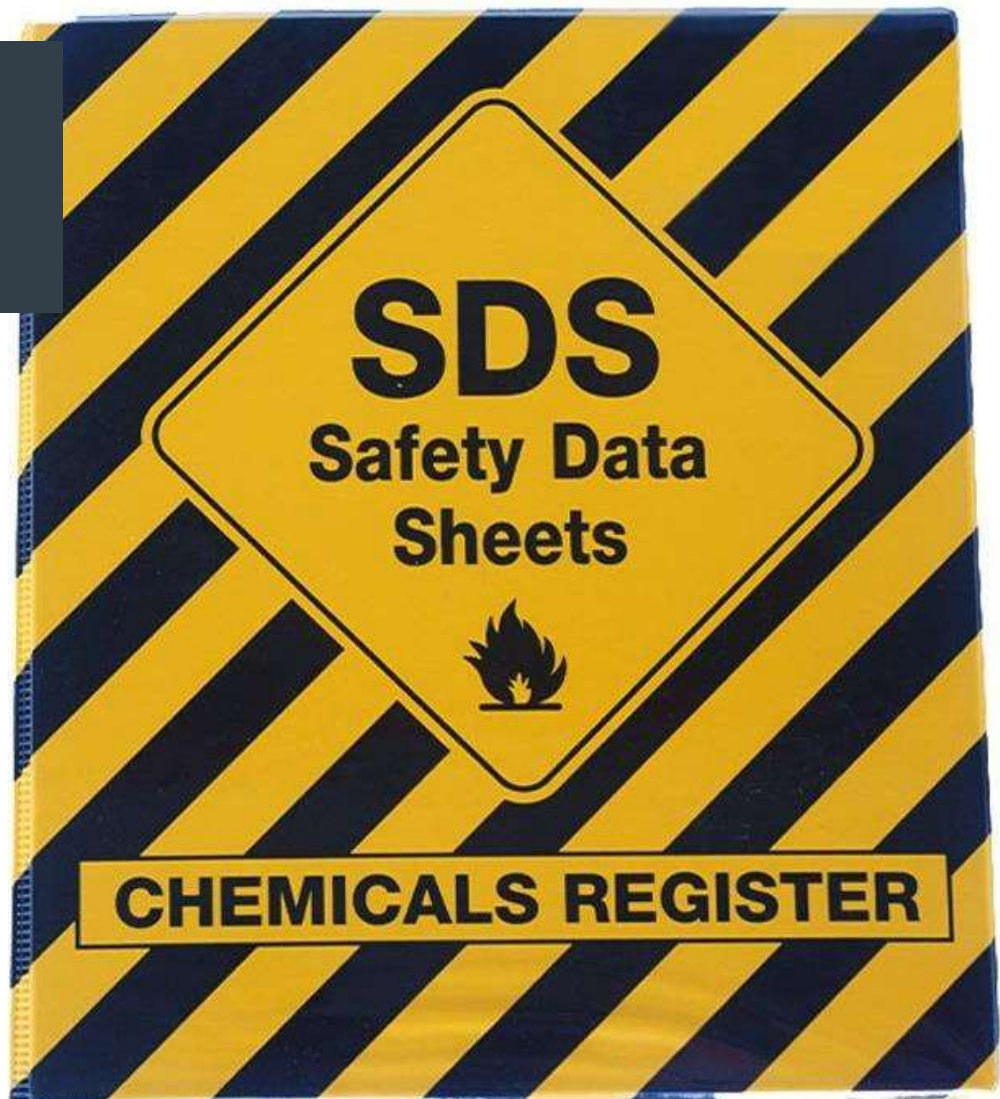
Safety Data Sheets

All chemicals on site have a Safety Data Sheet (SDS)

Before using chemicals, read the SDS, understand the safety requirements, correct PPE, first aid treatment and storage

- the identity of the chemical product and its ingredients,
- the hazards of the chemical including health hazards, physical hazards and environmental hazards,
- physical properties of the chemical, like boiling point, flash point and incompatibilities with other chemicals,
- workplace exposure standards for airborne contaminants,
- safe handling and storage procedures for the chemical,
- what to do in the event of an emergency or spill,
- first aid information, and
- transport information.

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Electrical Testing & Tagging

Electrical items are inspected and tagged quarterly by an authorised electrician

- Before using an electrical item, check it's in good condition and the tag is current
- If you find a tag out of date, what should you do?
 - attach an 'Out of Service' tag to the item and report it to your supervisor

Red	Green	Blue	Yellow
Dec	Mar	Jun	Sept
Jan	Apr	Jul	Oct
Feb	May	Aug	Nov

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Equipment Blind Spots

A blind spot is the space around a vehicle or piece of equipment that is not visible to the operator from the operator's position on the machine.

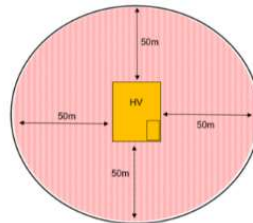
- When parking near heavy equipment positive communications must be established and the vehicle must always be positioned to the side of the equipment and in a position that can be seen from the cab where practicable.
- No person or vehicle is approach within fifty (50) metres of a working HV. Maintain fifty (50) metre clearance until radio contact has been made with the equipment operator and verbal permission given to enter the zone.

NEVER ASSUME THEY SEE YOU

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50m exclusion zone around all heavy machinery



Drill & Blast Cones

Drill & Blast cones demarcate drilling & blasting exclusion areas (explosives)

- Don't go through, move or tamper with, unless you have permission from the Shotfirer
- Obtain permission from the Shotfirer/Drill & Blast Supervisor/Driller (on drill pattern) before accessing these areas
- If you need to pass through any cones in other parts of the site, call up and ask permission from the relevant Supervisor

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Caring for the Environment

Caring for the environment is a shared responsibility between:

- Big Yellow
- our clients
- all contractors
- ourselves

What are Environmental Hazards?

Environmental hazards include - Hydrocarbon spills, Incorrect Disposal of hydrocarbon contaminated products e.g. rags, filters, containers, Tailings spills, Fauna deaths on mine roads and tailings dams, Leaks and spills from pipelines, Damage to undisturbed areas, Interference with re-vegetation areas, Dust, Chemical usage (toxicity), Chemical spills (seepage), Rubbish, Fire

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Hydrocarbon Spills

When we see a hydrocarbon spill, we:

- Control
- Contain
- Clean Up
- Then we report the spill to our supervisor

Spill kits are located in Yellow wheelie bins and bags at hydrocarbon storage areas and in the service trucks which hold materials for containing spills.

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Aboriginal Heritage

The Aboriginal People have rights and interests according to tradition and customs and heritage areas have cultural significance

Heritage sites are protected by the Aboriginal Heritage Act (1972) and penalties exist for anyone who disturbs these sites

Big Yellow acknowledges the diversity of Aboriginal cultural heritage and will at all times show respect for all sites of significance to the Aboriginal People.

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A large excavator is the central focus, positioned on a dirt ground. Its arm is raised, and its bucket is open. The excavator's lights are on, creating a bright glow. In the background, a large building is under construction, with its steel framework visible. The sky is a mix of orange and blue, indicating sunset or sunrise. The overall scene is industrial and dramatic.

Risk Assessment & Hazard Identification

Why Do We Identify Hazards or Risks



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Because it makes us:



Stop! for a moment

Think about the task and your work area as whole
Identify hazards - Ask - is there anything about this task
or work area that could hurt me or others?

Eliminate / control hazards so we can work safely
(Prevent injury – go home safe).



Risk Assessment Tools

A 'TAKE FIVE' safety assessment form. The form is titled 'TAKE FIVE' and includes sections for 'STOP THINK THROUGH THE TASK', 'CHECK FOR HAZARDS', 'CHECK FOR RISK', 'CHECK FOR CONTROL', and 'CHECK FOR COMPLETION'. It contains various checkboxes and lines for notes.

Take 5 Assessments

- Complete a Take 5 Assessment before starting any task.
- If you find any task for which you aren't capable or qualified, or don't understand the job, you must consult your Supervisor.

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Job Safety Analysis (JSA)

- (JSA) is the process of identifying potential hazards, assessing their risk and recording how to eliminate, or minimise, the risk of injury or damage through the implementation of safety controls.
- The FO3104 JSA Form provides a record to demonstrate compliance to the procedure and legislative requirements. The person responsible for implementing a particular action to eliminate, or minimise, the risk of the potential hazard on site is nominated on the JSA. This will ensure responsibility for risk control is allocated and can be followed up.

Risk Assessment Tools

A yellow Komatsu excavator is positioned on a rugged, rocky, reddish-brown landscape. The excavator's arm is extended, and it appears to be working on the ground. The background is a clear, solid blue sky. The overall scene suggests a construction or mining environment.

[illegible]

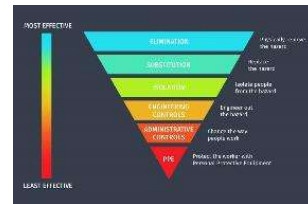
- Risk Assessment – shows the Likelihood (possibility) & Consequence (outcome) of incidents occurring

- Risk Assessment – shows the Likelihood (possibility) & Consequence (outcome) of incidents occurring

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When hazards are identified, a combination of controls can be used

Eliminating a hazard is always the best option.



The Hierarchy of Controls are:

- _____

HAZARD REPORT

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Name: _____

Date: DD / MM / YY | Time: _____

Location of hazard: _____

Hazard type: _____

Hazard description: _____

Risk rating (see risk assessment matrix): _____

Corrective action: _____

Has the risk been effectively controlled?: ☒ YES ☐ NO

Detail any further action required: _____

Reported to: _____

Hazard Reporting

Report any hazards you find on a HAZOB and hand to your Supervisor

- It is logged into the Hazard Register whether fixed out or not.
- Site management reviews and adds other actions if required.
- Once actions have been completed it is closed out.

Fire



Fire Response



If there is a fire

- **Sound the alarm (Radio or Voice)**
 - Raise the alarm to warn others as per site Emergency Procedures
- **Evacuate the area or building**
 - Remove yourself from danger and move to the emergency evacuation point
- **Only fight the Fire if Trained To Do So and if Safe to Do So**
- **Fires Start Small and Quickly Become Large Ones**
 - Don't try to be a hero

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Fighting a Fire

Safety of our people is our primary concern. Follow the site Emergency Management Plan

What things should you consider?

- Size & type of the fire
- Your escape route
- Wind direction
- Other Hazards – Fuel, explosives & Tires etc
- Do you have the correct extinguishing agent?
- Do you know what you are doing?
- Is there someone available for backup?

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Class A - Ordinary Combustibles

Wood, Paper, Clothing, Carpet, Material, Leather, Plastic
Vinyl, Rubber & Cardboard



Class B - Flammable Liquids

Petrol (Gasoline), Diesel, Kerosene, Alcohol, Acetone, Turpentine,
Grease, Oil, Paint, Lacquer, Varnish & Wax



Class C - Flammable Gases

Acetylene, Butane, Ethylene, Hydrogen, Liquefied Petroleum Gas
(LPG), Methane & Propane



Class D - Combustible Metals

Combustible metals in solid, dust and powdered forms including:
Aluminium, Lithium, Magnesium, Metal Fillings, Metal Swarf's, Sodium,
Titanium & Zirconium - Seek expert advice.

****Class D fires require special purpose extinguishers.**



Class E - Electrical Fires

Fires which involve some form of electrical energy.

If you isolate / disconnect the power to this type of fire, it becomes
one of the four earlier types of fire and should be treated accordingly



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Class F Fire: Cooking Fats & Oil
cooking oil, grease or fat














Extinguishers can be identified by both the band and from the picture showing what they can be used for.



Extinguisher Colours

Big Yellow use ABE

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Pre 1997	Current	Extinguishing Agent	A	B	C	E	F	Comments	Metal Class Fire	
			Water Paper Plastic	Flammable & Combustible Liquids	Flammable Gases	Electrically Energised Equipment	Cooking Oils and Fats			
		Water	✓	✗	✗	✗	✗	Dangerous if used on flammable liquid, energised electrical equipment and cooking oil/fat fires	Use only special purpose extinguishers and seek expert advice.	
		Wet Chemical	✓	✗	✗	✗	✓	Dangerous if used on energised electrical equipment		
		Foam ¹	✓	✓	✗	✗	LIMITED	Dangerous if used on energised electrical equipment		
		Powder	(ABE)	✓	✓	✓	✓	✗		Look carefully at the extinguisher to determine if it is a BE or ABE unit as the capability is different
			(BE)	✗	✓	✓	✓	✓		
		Carbon Dioxide	LIMITED	LIMITED	✗	✓	✗	Not suitable for outdoor use or smouldering deep seated A Class Fires		
		Vaporising Liquid	✓	LIMITED	LIMITED	✓	✗	Check the characteristics of the specific extinguishing agent. 5 Yearly servicing must be done by ODS & SGG licenced persons		
		Fire Blanket	LIMITED ²	LIMITED	✗	✗	✓	² Fire Blankets may be used as a thermal barrier against radiated heat and to control a fire on clothes being worn by a person		

Portable Fire Extinguishers

Used at Big Yellow



9.0 Kg Dry Powder Extinguisher -

- Discharge Time: 26sec
- Effective Range: 5m
- ***ABE suitable for: Class A B C & E fires (*used at Big Yellow)**
- BE suitable for: Class B C E & F fires

Advantages

- Quick to action
- Easy to carry
- One person operation
- Generally located close to the hazard

9.1 Lt. FOAM Extinguisher -

- Solution of AFFF Foam & Water
- Discharge Time: 50sec
- Effective Range: 4.5m
- Suitable for: Class A & B Fires (Commonly found at Fuel Farms)



Disadvantages

- ▶ Don't last long
- ▶ Don't reach very far
- ▶ Not all the same
- ▶ Can be unreliable

Portable Fire Extinguishers

Less common at Big Yellow



9.1 Lt. WATER Extinguisher -

- Discharge Time: 80sec
- Effective Range: 6m
- Suitable for: Class A Fires

Advantages

- Quick to action
- Easy to carry
- One person operation
- Generally located close to the hazard

5.0 Kg CO₂ Extinguisher -

- Discharge Time: 29sec
- Effective Range: 1-2m
- Suitable for: Class E fires
- CO₂ depletes oxygen from the air, so you should never be in confined or closed spaces
- Can cause cold burns if sprayed on skin

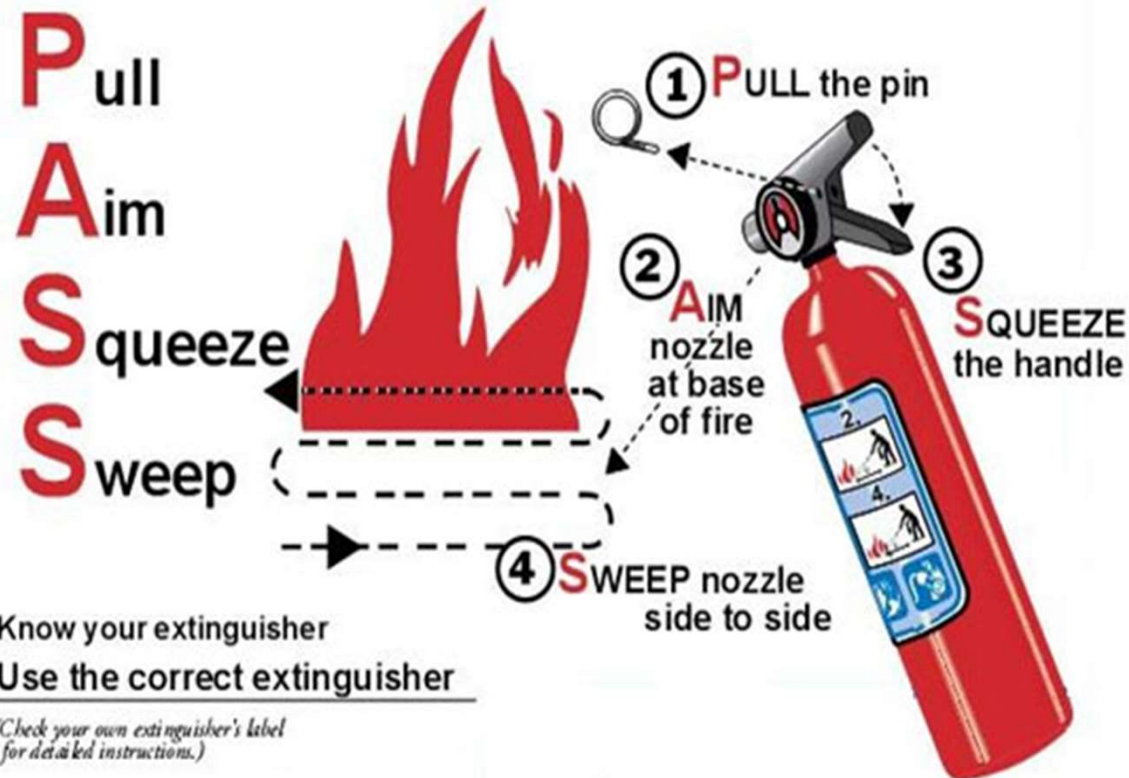
Disadvantages

- ▶ Don't last long
- ▶ Don't reach very far
- ▶ Not all the same
- ▶ Can be unreliable



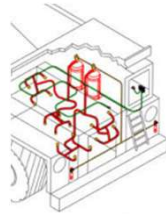
To Operate an Extinguisher

To operate an extinguisher:





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Equipment Fire Suppression -

- Fire Suppression Systems contains AFFF foam concentrate and water. The foam forms a blanket over the surface of a burning liquid, (smothering) cutting off the fire's air supply. The foam blanket reduces the release of flammable vapours, preventing any re-ignition. Foam is the most effective extinguishing medium for flammable liquids.
- It usually only covers the engine bay area of a machine.
- Activation points are usually located in the cab and at the access point of the machine.



FireDeLo Prevention

What things can help towards fire prevention?

- Work safely
- Working within the regulations
- Good housekeeping
- Obtaining a hot work permit
- No fires on days of high fire danger
- Don't overload power points
- Smokers to correctly dispose of cigarette butts
- Install and regularly test smoke detectors



Emergencies on Site

If you are the first person to the scene of an emergency situation

- Call “Emergency, Emergency, Emergency” over 2-way
- Wait for a response from the Supervisor, Project Manager or ERT Officer
- Give your name (but no names of anyone involved)
- Provide the exact location
- The type of emergency
- If anyone is injured
- Remain calm and wait for instructions (you can provide assistance once you’ve passed on all the information - if you are trained and it is safe to do so)

Re-acting to Emergency Calls

If you are driving / operating on site,
What should you do when an emergency is called?

- Pull over to the left-hand side of the road in a safe place
- Activate Park Brake
- Activate hazard lights
- Follow all instructions from Incident Controller
- Maintain Radio Silence until “all clear” is given to resume operations

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PPE

Personal Protective Equipment



Uniforms should be clean, free from rips and tears, Shirt sleeves rolled down & Shirts tucked into trousers / jeans

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Safety glasses should cover the eye area sufficiently. If personnel have their own safety glasses, they can be worn on site as long as they meet Australian Standard 1336. Safety glasses must be worn outside of airconditioned areas



Safety Boots

Boots should be clean and in good condition. The upper should be intact; the “steel toe” should not be exposed.

The sole of the boot should be intact, attached to the upper and have sufficient tread to prevent slipping of smooth surfaces. Check for damage from chemicals. Laces should be of sufficient length to enable to boot to be completely laced to the top of the upper. Eyelets and hooks should be firmly in place and attached.



PPE

Personal Protective Equipment

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Hard Hats

- Inspect for defects
- Write your name inside on sticker
- Write the date of issue inside on sticker
- Don't put stickers on the outside
- If involved in severe impact, replace immediately
- Caps, hats, beanies and other headwear are not to be worn under helmets.



Ear Plugs

- Must be correctly fitted as per manufacturers directions, Ear plugs correctly fitted do not extend beyond the tragus of the ear. When viewing the person front on – the ear plugs will not be visible.



Gloves

- Personnel must use gloves for all manual handling tasks
- Everyone is issued with appropriate gloves and a glove clip



PPE

Personal Protective Equipment



Dust Masks

- Class P1 half face dust masks are intended for use against mechanically generated particulates such as asbestos and silica.
- Class P2 half face dust masks are intended for use against both mechanically and thermally generated particulates such as metal fumes.
- Obtaining the correct fit for respiratory protection is essential; an ill-fitting mask is not effective and places the person at risk.
- Facial hair reduces the efficiency of masks.



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Welcome to Big Yellow

We trust our people to do the right thing; working together with care, dignity and respect, to create a positive, inclusive and fun work environment, which delivers exceptional outcomes for our clients.

