

Form No: HSEQ-FM-135
Process Area: Health, Safety, Environment & Quality

Schedule 2: Contractor OHS Obligations – For all Australian mycar Sites

This Schedule has four Sections:

Section 1 – Overview and Contractor’s Overriding Responsibilities

Section 2 – Safety Management Obligations

Section 3 - Contracts for the Supply of Goods

Section 4 - Dictionary of Terms used in this Schedule

Section 1: Overview and Contractor’s Overriding Responsibilities

- 1.0 The Principal and the Contractor are party to the Agreement. This Schedule addresses occupational health and safety issues that may arise in the provision of Services and / or Goods under the Agreement.
- 1.1 This Schedule sets out certain requirements of the Contractor in order to ensure, so far as is reasonably practicable, that the Contractor complies with all of its OHS Legal Obligations.
- 1.3 This Schedule does not purport to be exhaustive of the Contractor’s OHS Legal Obligations.
- 1.4 The Contractor acknowledges that:
 - (a) it has been contracted by the Principal as Contractor as a consequence of its representations to the Principal that, amongst other matters, it has the expertise to fulfil its obligations under the Agreement in a manner that meets all of its OHS Legal Obligations;
 - (b) the Principal does not profess to have expertise in the matters the subject of this Agreement and is relying upon the Contractor’s representations as to its competency generally, and in particular in relation to the Contractor’s ability to meet its OHS Legal Obligations;
 - (c) its OHS Legal Obligations are independent of any such obligations imposed on the Principal and any other person or persons in whatever capacity they may be acting and the Contractor cannot rely upon the conduct of the Principal as in any way discharging its OHS Legal Obligations;
 - (d) the Principal or its Representatives may provide information, guidance or advice, in various forms (including but not limited to written, oral, online information at the Principal’s internet site) (collectively “**Information**”) to assist the Contractor; and
 - (e) where the Principal or its Representatives provide Information to the Contractor it is done in good faith to provide material which may assist the Contractor. It is the Contractor’s obligation to assess the value, relevance, significance and reliability of the Information so provided in the process of ensuring that it fulfils its OHS Legal Obligations.
- 1.5 Where a Contractor has any doubt as to the applicability of any OHS Legal Obligation, it must raise that doubt in writing with the Principal prior to the commencement of the provision of any Services or Goods to enable the matter to be resolved. If the Contractor fails to raise any such doubt then the relevant OHS Legal Obligation is deemed to be applicable (under the Agreement) to the Contractor who must comply with its requirements.

Compliance with Laws

- 1.6 The Contractor and its Personnel must comply with all OHS Legal Obligations.
- 1.7 Any requirement or direction made by the Principal in, or pursuant to the provisions of this Schedule represents a minimum standard only and does not relieve the Contractor of its obligation to comply with the law.

1.8 For the avoidance of any doubt, the Contractor is not required to comply with a requirement of the Principal where to do so would be unlawful (unless the Contractor could make it lawful by obtaining a licence, permit, qualification or similar approval required for products or services that the Contractor has agreed to provide).

Use of Subcontractors

1.9 Where a Contractor engages the services of a subcontractor to discharge any part of its obligations under this Agreement, the Contractor must ensure that in the performance of that obligation the subcontractor is subject to all of the Contractor's obligations under this Schedule in so far as they are applicable to the subcontractor's role.

1.10 The Contractor must ensure that all subcontractors are monitored and their safety performance managed as required.

1.11 The Contractor must seek the prior approval of the Principal (which will not be withheld unreasonably) in relation to the proposed use of any subcontractor and in doing so shall, if requested to do so, provide evidence of the subcontractor's competency in OHS.

Section 2: Safety Management Obligations

2.1 General

2.1.1 Without in any way limiting the Contractor's OHS Legal Obligations:

- (a) the Contractor shall on request provide to the Principal the details of the safety aspects of the contract prior to the commencement of the Work, or at any time during the life of the Agreement;
- (b) the Contractor is responsible to ensure that all Works undertaken comply with the OHS Legal Obligations and are otherwise undertaken in a manner which is acceptable to the Principal;
- (c) minors will not be allowed on to the Principal's Sites;
- (d) the Contractor is responsible for completing and supervising tasks in a manner which does not place the health or safety of its Personnel, the Principal or its Representatives, customers, or anyone else at risk;
- (e) if at any time a Contractor observes, or it is otherwise drawn to its attention through any formal or informal process, that certain work practices:
 - (i) do, or
 - (ii) may reasonably be considered to, represent a risk to the health or safety of any person due to the fact that all reasonably practicable measures have not been taken to control the potential risks arising from that work, the Contractor shall order the cessation of the relevant work immediately.
 - (iii) the Contractor shall ensure that the relevant work does not recommence until an appropriate review has been undertaken to identify the hazards, and assess and control the risks, and the results of that assessment implemented.
- (f) The Contractor must promptly notify the Principal in writing of any actions taken or instituted by a relevant OHS regulatory authority, including but not limited to, the service of an infringement notice, improvement or prohibition notice, application of civil penalties, prosecutions, enforceable undertakings or any other form of regulatory action against the Contractor for an alleged breach of any OHS legal obligation arising from the provision of services under this agreement.

2.2 Hazard and Incident Management

2.2.1 Any hazard or incident (including near misses) involving the Contractor, its Personnel, the Principal or its Representatives, customers, or anyone else at a Site, must be immediately reported to the Principal's Representative and Site Manager.

2.2.2 Where any incidents (including near misses) arise in the performance of this Agreement, and the incident is subject to a legal requirement to report to, or notify, a relevant regulatory authority the Contractor must:

- (a) notify the Principal's Representative immediately; verbally then via an incident report form.
- (b) notify the relevant authority as required by the law;
- (c) provide to the Principal's Representative a copy of that notification and the reference provided by the relevant authority as evidence of the notification of the incident; and

- (d) where the Principal is the party obliged by any law to make the notification, the Contractor shall immediately provide to the Principal's Representative any information required for the notification to be properly made.

2.2.3 The Contractor will, on request by the Principal's Representative, give its full co-operation to any investigation of an incident, including, but not limited to, providing:

- (a) incident investigation and any relevant documentation, including, but not limited to such items as photographs, statements made by Personnel, training and maintenance records; operational procedures and risk assessments and
- (b) proposed corrective actions.

2.3 Site Access, Safety Barriers and Signage

2.3.1 The Contractor must ensure that the Site Manager approves the expected time of entry and the period for Site access. If access is required beyond the Site's normal trading hours, arrangements for after hour's access are to be made with the Site Manager.

2.3.2 Vehicles must use only recognised entrances and exits when entering or leaving car parks. Speed limits must be observed in car parks. The Contractor must only park in those areas designated by the Site Manager. The Site Manager may, at their discretion designate particular entrances and exits and prohibit the Contractor from using any alternatives.

2.3.3 So far as is reasonably practicable the Contractor shall erect suitable fencing or other barriers, appropriate to the nature of the Work, and signage to ensure that non-authorized persons do not enter the work area.

2.3.4 Where the Works cause a potential disruption to pedestrians or vehicular movement, the Contractor must provide clear signage and direction, including if appropriate, Personnel, so that persons are not liable to be confused as to the path they should follow.

2.3.5 Appropriate safety signs and equipment must be provided where a hazard results from Work undertaken. Safety signs must be obeyed and adequate safety equipment used for the purpose intended.

2.4 Safety Management System

2.4.1 Contractors engaged in High Risk Contracts or High Risk Activities are required to have a safety management system or safety management plan in place that is consistent with the risk associated with the Works, the size and scope of the Works, the number of parties involved in the Work, the likely duration of the Works and their cost, and their potential impact on the health and / or safety of other persons.

2.4.2 Guidance on an appropriate safety management system may be obtained from AS/NZS 4801, or other recognised systems.

2.5 Safe Work Method Statements ("SWMS") and Hazard Disclosure

2.5.1 A SWMS must be prepared by the Contractor for all Works and must describe the Works to be completed, outline the steps involved and identify associated hazards and the risk control measures that will be implemented to eliminate or reduce risk.

2.5.2 The Contractor must ensure that all Personnel have a copy of a completed SWMS (which is available on request) and must ensure that all Personnel can demonstrate an understanding and successful implementation of all control measures outlined in the SWMS.

2.5.3 If the contractor is carrying out routine work, a generic SWMS is sufficient for as long as:

- (a) the scope of works;
- (b) identified hazards and risks; and
- (c) site conditions

remain materially unchanged. If any of these factors does vary to a material extent, the Contractor must ensure that the SWMS is revised to reflect the changed conditions, that appropriate controls are in place and that a copy is available upon request.

Contractor must comply with other Partner specific requirements including such items as Work Permits.

2.6 Spot Checks

Spot checks will be conducted by the Principal, to ensure that the Contractor complies with the risk controls and other requirements outlined in the SWMS, this Schedule and all documents to which this Schedule refers.

2.7 Corrective Action Report (CAR)

2.7.1 Where an instance of a non-compliance is noted by the Principal's Representative, a CAR will be issued to the Contractor. The Contractor must propose corrective methods and steps that are acceptable to the Principal's Representative and implement them within the timeframe specified in the CAR. Both parties will act reasonably in seeking to reach agreement on the relevant timeframe in each case.

2.7.2 In determining an acceptable time frame for corrective action, regard must be had to the:

- (a) Nature of the hazard;
- (b) Resultant risk; and
- (c) extent to which, if necessary, interim controls can be put in place to mitigate and control the risk to an 'acceptable' level, pending the full implementation of the agreed corrective action.

2.7.3 The completed CAR must be returned to the Principal's Representative for review.

2.8 Audits

Audits of the Contractor's safety management systems may be conducted by the Principal's Representative to assess the level of compliance with its obligations to the Principal and its OHS Legal Obligations. The Contractor must make available all premises, systems, Personnel, documentation and information necessary to enable the Principal's Representative to ascertain the Contractor's level of compliance.

2.9 Training, Induction and Site Requirements

2.9.1 The Contractor is responsible for ensuring that all Personnel have appropriate qualifications, licences and are provided with adequate information, supervision, instruction and training prior to commencing work on a Site.

2.9.2 The Contractor will ensure that none of its Personnel undertake work unless they hold a valid licence, permit, and certificate of competency or qualification as per the Principal's requirements and the laws of the relevant jurisdiction(s). Copies of Personnel qualifications to be readily accessible.

2.9.3 It is the Contractor's responsibility to ensure they provide information in languages other than English where necessary.

2.10 Safety Induction Requirements

2.10.1 It is the Contractor's responsibility to ensure that all Personnel:

- (a) complete and maintain currency of the mycar Online Contractor Induction Training prior to entry to any site. The mycar Online Contractor Induction is available at <https://www.onlineinduction.com/mycar/>
- (b) undertake a Site orientation before commencing work on Site;
- (c) complete any other required inductions such as those required by law or industry standards;
- (d) that will undertake work at a mycar premise that adjoins a Coles Express site:
 - has completed the Coles Group Contractor Induction Training Module
 - has completed the Coles Express Induction Training Module
 - is Work Place Clearance Group (WPCG) accredited and undertake works in accordance with the WPCG Work Clearance Procedure.

2.10.2 The mycar safety induction program must be undertaken by each person/s that will be performing the Works on Site. If any person undertakes, or attempts to undertake, the safety induction on behalf of another person, then both persons are considered by the Principal to be guilty of a serious and intentional breach of safety requirements.

2.10.3 In these circumstances the Principal may, at its discretion:

- (a) suspend the access rights of one or both of those persons to any of the work Sites for such period of time as it considers appropriate, including a permanent ban; and
- (b) require the Contractor to provide evidence of a system to be implemented by it to ensure that such fraudulent behaviour does not occur again.

2.10.4 Where there are literacy or language issues that prevent Personnel from completing the mycar safety induction independently, it is the Contractor's responsibility to:

- (a) provide support for those Personnel to undertake the contractor safety induction;
- (b) ensure that in providing any support to those Personnel that the support is limited to addressing the language or literacy issues and:
 - (i) in no way provides assistance to the Personnel in relation to their answers to the contractor safety induction questions; and
 - (ii) the person's lack of language or literacy skills do not present a health or safety risk to themselves or any other person/s who may be adversely affected by their acts or omissions; and
- (c) maintain a record of all Personnel for whom assistance is provided, the reason that assistance was required, the name and contact details of the person who provided the assistance, and a signed acknowledgment by that person that the support they provided was limited to language or literacy issues.

2.10.5 The Contractor will operate and maintain a complete record of all Personnel inducted.

2.11 Sign in Requirements

All Personnel must:

- (a) report to the Site Manager or nominated sign in location and sign the Sign In Register on arrival at the Site;
- (b) report to the Site Manager or nominated sign in location and sign out on leaving the Site for any reason;
- (c) show a copy of the SWMS on Site on request; and
- (d) if engaged to perform work on an mycar Site, carry the mycar Induction record/s with them.

2.12 Personal Safety

2.12.1 Personal Protective Clothing and Equipment

2.12.1.1 The Contractor must ensure that Personnel dress appropriately for each task and wear fully closed-in footwear at all times. The Contractor is responsible for assessing the need for, and providing appropriate and Australian / New Zealand Standards compliant personal protective equipment ("PPE") for all Personnel, and ensuring that PPE is utilised and worn in the correct manner.

All workwear shall be worn from wrist to ankle at all times whilst on site.

2.12.2 No Smoking Policy

The contractor will ensure that all Personnel observe the smoking restrictions in force on the Sites.

2.12.3 Drugs/Alcohol

2.12.3.1 No person will be permitted to enter or work on an mycar Site while adversely impaired by the:

- (a) use of prescription medication;
- (b) consumption of alcohol; or
- (c) use of illegal drugs to a degree which presents a risk to the health or safety of that person, or other persons who may otherwise suffer a detriment to their health or safety as a result of any act or omission by the person who is impaired.

2.12.3.2 Alcoholic beverages must not be consumed or stored on any Site.

2.12.4 Fitness for Work

Contractors are to ensure that an employed individual is in a state (physical, mental and emotional) that enables the individual to perform assigned tasks competently and in a manner which does not compromise or threaten the safety or health of themselves or others.

2.12.5 Harassment or Discrimination

The Contractor must ensure that its Personnel comply at all times with all laws and policies regarding harassment and discrimination. In particular, the Contractor will assist to provide an environment in which employees, contractors, customers and visitors can work without interference caused by harassment or discrimination. Any form of harassment or discrimination will not be tolerated.

2.13 Plant & Equipment

- 2.13.1 Contractors must provide and use their own Plant.
- 2.13.2 All Plant and equipment and other items provided by or on behalf of the Contractor will be under the control of and the sole responsibility of the Contractor at all times. These items must be maintained to meet all OHS Legal Obligations as well as the Principal's and all applicable Standards. As a minimum the contractor must meet Safe Work Australia's guidelines published in 2012 "Code of Practice" – Managing the risk of plant in the workplace to all standards listed in appendix C (Examples of Technical Standards) of the document.
- 2.13.3 Plant and equipment must be inspected after repair or maintenance has been completed to ensure that it is safe to return to service.
- 2.13.4 Detailed, documented results of Plant risk assessments will be made available to the Principal or Site Manager by the Contractor on request.
- 2.13.5 Plant operators must be trained and licensed where relevant. Evidence of this to be made available on request.
- 2.13.6 The Principal's or mycar Plant is not to be used without the approval from the relevant Principal's Representative and/or Site Manager. Evidence of all necessary licences and competency training must be provided to the Principal's Representative and/or Site Manager before approval can be given.
- 2.13.7 An approval by the Principal's Representative or Site Manager of the use of its Plant does not constitute a representation that the Plant or equipment is suitable for the proposed use by the Contractor, nor that the Plant or equipment is free of any defect.
- 2.13.8 It remains the Contractor's responsibility, in accordance with its OHS Legal Obligations, to ensure that the Plant or equipment is both safe and suitable for the proposed work and that Personnel using the equipment are competent to do so.
- 2.13.9 Isolation procedures are required for the cleaning, maintenance and repair of certain Plant. The Contractor must, in addition to any other OHS Obligations, ensure that the cleaning, maintenance and repair of Plant with moving parts (in this paragraph referred to as "Work") is not undertaken while that Plant is operating. Where the Plant is electrically powered, irrespective of whether or not it has moving parts, the power must be effectively isolated, before any such Work is undertaken, unless there is no reasonably practical alternative approach. The Contractor shall have in place appropriate isolation procedures to ensure that its Personnel can comply with this obligation.
- 2.13.10 Internal combustion engines (petrol/diesel) are not to be used inside a building without the completion of a risk management plan and the implementation of associated controls.
- 2.13.11 Plant and equipment must be stored, operated and maintained in accordance with the manufacturer's specifications and the requirements of any relevant legislative and Industry Standards. Maintenance records to be made available on request.
- 2.13.12 In Partner sites, plant and equipment must not be left unattended unless the area is appropriately secured and made safe.
- 2.13.14 Noise levels must be kept to a minimum (and at all times within legal occupational health and safety and environmental limits).
- 2.13.15 Dusts and atmospheric contaminants must be kept to a minimum and at all times below acceptable limits prescribed by any relevant legislative and Industry Standards.

- 2.13.16 Plant prestart checklists to be completed in accordance with manufactures/ operators manual prior to work commencing.
- 2.13.17 Work areas where plant is to be used is to be appropriately protected by the erection of barricading or the posting of a competent spotter where necessary.

2.14 Fire Protection

2.14.1 Evacuation and Fire Procedures

- 2.14.1.1 The Contractor must ensure that all Personnel are aware of evacuation and fire procedures, upon entry to the Site.
- 2.14.1.2 In carrying out the Works, the Contractor must not restrict or impede emergency evacuation routes or access to fire extinguishers, hoses or doors.

2.14.2 Fire Equipment and Smoke Detectors

- 2.14.2.1 Permission must be obtained from the Site Manager prior to the commencement of Works that may produce dust or smoke. A mycar Hot Work Permit may need to be completed.
- 2.14.2.2 The Contractor must not impair any operational fire equipment, including sprinklers, hydrants, smoke detectors or fire pumps ("Fire Protection Systems") on the Site without first obtaining the Site Manager's approval. A mycar Fire Equipment Impairment Notice may need to be completed.

2.15 Work Permits

Work permits are required to be completed for specific work activities at mycar sites as defined in Sections 2.15.1, 2.15.2, 2.15.3 and 2.15.4. The following City permits are available for download via City Contractor Closedown Portal:

- mycar Confined Space Access Permit
- mycar Electrical and Gas Isolation Work Permit
- mycar Hot Work Permit
- mycar Roof and Ceiling Space Work Permit
- mycar Working at Heights Permit

Go to <https://jobclosedown.cityholdings.com.au> and use the issued Contractor Login and PIN to access the permits.

2.15.1 Hot Work Permits

The Contractor may not commence any task likely to produce a source of ignition, such as welding, drilling, grinding on the Site without a completed/approved Hot Work Permit and prior notification to the Site Manager.

2.15.2 Confined Space Access Permits

- 2.15.2.1 All personnel involved in confined space works shall be provided with suitable and adequate information, training and instruction in relation to the scope of the confined space works.
- 2.15.2.2 A mycar Confined Space Access permit is required to be completed and appropriate controls put in place by the contractor prior to any Personnel entering a confined space.

2.15.3 Equipment Isolation Permits

Where any electrical or mechanical work is proposed to be undertaken, and that work:

- (a) requires the isolation of equipment or services, or
- (b) poses any risk to the health or safety of any persons then the contractor must submit a mycar Electrical and Gas Isolation Permit prior to the commencement of any work and obtain the approval of the Site Manager.

2.15.4 Working at Height Permits

When required to work at height, the contractor must submit a mycar Working at Heights Permit prior to the commencement of any work and obtain the approval of the Site Manager.

Where any work is proposed to be undertaken on the roof, or in the ceiling space, of the Site, the Contractor must also submit a mycar Roof and Ceiling Space Work Permit to the Site Manager for their approval prior to the commencement of any work that requires access to the roof or ceiling space.

2.16 Asbestos / Hazardous Materials

- 2.16.1 Where applicable, an Asbestos Register is available on site and is to be referenced before commencing works.
- 2.16.2 If hazardous materials are present, location details are to be noted to ensure that Personnel undertaking work are not at risk of exposure. The Contractor must ensure that materials containing Asbestos are not disturbed.
- 2.16.3 The Contractor must notify the Site Manager if any of the Personnel suspect the presence of Asbestos.
- 2.16.4 If the work to be undertaken is likely to disturb any hazardous materials, work must not be commenced until the hazard is discussed with, and the work is approved in writing by, the Site Manager.
- 2.16.5 If the Contractor is to remove any asbestos, the Contractor must be appropriately insured and be a licenced asbestos removalist. Accreditation documentation must be shown to the Site Manager prior to any work commencing. The Contractor must comply with all laws, industry standards and the Principal's requirements when undertaking removal work.

2.17 Substances and Dangerous Goods Management

- 2.17.1 Contractors must provide and use their own substances and dangerous goods.
- 2.17.2 Without in any way limiting the Contractor's OHS Legal Obligations the Contractor shall ensure that:
 - (a) all Substances and Dangerous Goods brought onto or used on the Site must have a compliant Safety Data Sheet (SDS) and be correctly labelled.
 - (b) approval is to be given by the Site Manager prior to storing any Substances or Dangerous Goods on Site. If approval is given, the Contractor must provide a chemical register and copies of the SDSs for retention on Site. SDS are to be less than 5 years old from issue date.
 - (c) risk assessments are to be completed (and available on request) for all substances and dangerous goods used on Site.
 - (d) substances and dangerous goods carry all appropriate identification and hazard labelling and are stored in accordance with all legal requirements.
 - (e) a SWMS is developed for Works that involve Substances and Dangerous Goods. Identified controls must be implemented in accordance with the relevant SDS and any other OHS Legal Obligations including those relating to the transport, storage, use, handling and disposal of Substances or Dangerous Goods.
 - (f) the Contractor must advise the Site Manager if a Substance or Dangerous Good to be used may impact on the health or safety of any person or give rise to concern or alarm by any person (irrespective of whether any such concerns are well founded or not), including by reason of any smell or potential reaction to fumes or vapours.
 - (g) where possible, contractors should use a less hazardous substance as an alternative
 - (h) storage of gas cylinders, when not in use, shall be in an upright secured position.

2.18 Working at Heights

2.18.1 General

- 2.18.1.1 Where reasonably practicable, the need to work from heights should be eliminated.
- 2.18.1.2 Approved height protection control measures must be implemented based on the relevant legislative requirements, including the Codes of Practice issued in each jurisdiction in relation to work at heights.
- 2.18.1.3 In determining the appropriate control to adopt for any particular type of work at height the Contractor shall, so far as is reasonably practicable, apply the highest order of control identified in any Code of Practice, Compliance Code or Regulation for working at heights.
- 2.18.1.4 All relevant equipment must be provided by the Contractor and be subject to regular preventative maintenance and documented records to be made available upon request.

2.18.1.5 The Contractor must ensure that its Personnel have received all appropriate information, instruction, training and supervision in the correct use of equipment, including fall arrest equipment.

2.18.1.6 Without in any way derogating from the obligations specified above, the Contractor shall, when dealing with ladders and scaffolding also have regard to the following:

2.18.2 Ladders

2.18.2.1 Non-conductive ladders must be used anywhere electrical hazards exist.

2.18.2.2 Ladders must comply with relevant Standards and be in good condition. The Contractor must inspect ladders prior to use.

2.18.2.3 The Contractor must ensure that its Personnel are trained in safe work practices in relation to ladders.

2.18.3 Scaffolds

2.18.3.1 All scaffolding used on Site must comply with relevant laws and Standards.

2.18.3.2 All scaffolding must be assembled by trained and licensed personnel.

2.19 Electrical Safety

2.19.1 All power leads and portable electrical tools used on the Principal's Sites must be tested and tagged in accordance with AS/NZS 3760 and legislative requirements. An electrical equipment register to be made available upon request.

2.19.2 Electrical equipment used in potentially hazardous locations; for example construction and demolition Sites, wet areas, outdoor areas, workshops, laboratories, or areas exposed to the public must be Residual Current Devices (30mA) protected.

2.19.3 Residual Current Devices must be tested before being brought on Site.

2.19.4 The Contractor must ensure that its Personnel are trained in safe work practices in relation to electrical equipment.

2.19.5 Double adaptors may not be used on Sites.

2.19.6 The Contractor is required to provide adequate facilities to ensure that electrical leads are elevated in accordance with industry guidelines.

2.19.7 Where tools or equipment fail to meet the requirements of applicable electrical safety acts and AS 3000 the tools and equipment shall be immediately withdrawn from service and removed from site.

2.19.8 Provide Certificates of Electrical Safety where applicable.

2.20 Chain of Responsibility

2.20.1 Contractors involved in any aspect of the transport of goods and materials to or from any of the Principal's or mycar's sites must ensure that they have clearly documented processes to ensure that they, and any parties they deal with in the transport of goods, meet all their obligations in relation to safe transport, including;

(a) Chain of Responsibility; and

(b) Fatigue management

2.20.2 Contractors should be aware of any Codes applicable to their work with the Principal and that they fulfil their role under those Codes.

2.21 Site Security and Housekeeping

2.21.1 Site Security

2.21.1.1 Bags, toolboxes and other containers may be inspected when Personnel leave the Site.

2.21.1.2 Unauthorised use or removal of the Principal's or mycar's equipment is forbidden, as is the unauthorised use or removal of any other Principal's or mycar's property, including intellectual property (such as documentation or software), or of the Principal's or mycar's confidential information.

2.21.1.3 Entry into sections of a building other than the designated work area is forbidden.

2.21.1.4 The Personnel must not use any electronic access card or key to allow others to enter.

2.21.1.5 If working on the roof, the Contractor must ensure that all doors, ladders and other means of access are closed or secured to prevent unauthorised access.

2.21.1.6 If access is required outside of a Site's normal trading or operating hours (where applicable), arrangements for after-hours access should be made with the Site Manager.

2.21.2 Clean Work Environment/Waste Disposal

2.21.2.1 The Contractor will be responsible for maintaining a clean and tidy worksite. All waste will be disposed of by the Contractor off-site, unless the Site Manager specifies otherwise.

2.21.2.2 Any disposal of waste must be in accordance with all relevant environmental, trade waste and/or health and safety requirements applicable to the type of waste in question. All precautions must be taken to minimise the generation of environmental hazards, such as exposure to chemical substances, dust, fumes, gases and vapour. In some cases, this may mean completing a job outside normal working hours (where applicable) but only where authorised by the relevant Site Manager.

2.21.3 Use of Site Amenities, Facilities, Equipment Requirements:

Contractors may use Site's amenities as the need arises. Contractors must at all times maintain the highest level of hygiene whilst accessing any Site's amenities or toilet facilities and are required to maintain food safety standards as covered in the contractor safety induction process.

2.22 Additional Requirements

Other specific risks and safety requirements in addition to those above may be communicated and agreed between the Site Manager and the Contractor.

2.23 Non-Compliance

2.23.1 In addition to any rights of termination or other remedies that the Principal may have under an agreement with the Contractor or otherwise at law, the Principal may require the Contractor to immediately remove from the Principal's premises any of its Personnel who are (or who are causing the Contractor to be) acting unlawfully or in breach of any OHS Legal Obligations.

2.23.2 Upon receipt of such a request, the Contractor will remove the Personnel in question and make available a suitable replacement as soon as possible. The Principal will have no liability to the Contractor in respect of such replacement.

SECTION 3: Contracts for the Supply of Goods: General Terms and Conditions

These terms and conditions apply in relation to **ALL** contracts that relate to the supply of Goods to the Principal.

3.1 Provision of Information

3.1.1 The Contractor must provide to the Principal all information and documentation required by its OHS Legal Obligations, according to the status of the Contractor under the law. A Contractor may have more than one status under OHS law in relation to Plant, including as designer, manufacturer, importer, supplier and / or installer. The Contractor shall, without detracting from its OHS Legal Obligations, provide:

- (a) Information which addresses all hazards identified in relation to the use of the Goods;
- (b) the assessment of the risks arising from those hazards; and
- (c) the necessary controls having regard to the required hierarchy of controls.

3.1.2 The Principal's acceptance of any or all of the Goods prior to the Contractor's fulfilment of its obligations under this clause does not constitute a waiver or acceptance of the Contractor's failure to comply with any of its obligations under this Agreement. The Principal reserves all of its rights in relation to any such non-compliance.

3.1.3 The Contractor shall, in addition to its obligations at law, keep the Principal promptly informed, in writing, of any developments which would constitute a material change to any of the information the Contractor is required to provide pursuant to this contract

- (a) For the agreed lifetime of the Goods; or
- (b) In the absence of an agreed lifetime for the Goods, for the duration of the Agreement (including any warranty periods or the duration of any service agreement in relation to any Goods).

3.2 General Warranty

The Contractor warrants that:

- (a) the Principal's use of the Goods, for the purpose for which they have been purchased or leased, in accordance with any guidance and instructions provided by the Contractor, will not:
 - (i) breach any OHS Legal Obligations; or
 - (ii) breach any other laws; and
 - (iii) expose the Principal to any action or claim (including in relation to any relevant licences or permits held or required by the Principal.
- (b) all information provided to the Principal in relation to the Goods is complete, accurate and not in any way likely to be misleading or deceptive.
- (c) the Goods comply with all relevant:
 - (i) legislative requirements in Australia and/or New Zealand (in so far as either is relevant); and
 - (ii) standards

3.3 Operating Procedures and Training

For goods that require safe operating procedures or training, the Contractor must provide these procedures and the relevant training in the use of the goods.

3.4 Heavy and Bulky Goods

Goods that are heavy and bulky so that as a consequence they present a manual handling or other health or safety risk, shall be:

- (a) Packaged appropriately to facilitate storage and handling.
- (b) Clearly labelled to warn of any relevant hazards, including ergonomic risks and the recommended safe manner of handling the Goods.

SECTION 4 Dictionary of Terms Used in This Schedule

Agreement	Means the agreement between the Principal and Contractor in relation to the supply of Goods and / or Services to which this Schedule is incorporated.
Asbestos	Means any form of asbestos as defined in any occupational health and safety legislation in Australia.
City Group	Means City Holdings (Aus) Pty Ltd and each of its subsidiaries.
Contractor	Means the party or parties with whom the Principal has contracted under this Agreement for the provision of Goods and / or Services (and includes a person or company who supplies Services and Non-Merchandise Goods to the Principal and any person who is a supplier within the meaning of any OHS Legal Obligation), irrespective of whether, for the purposes of other parts of this Agreement that party is defined in different terms.
Dangerous Good	Means “dangerous good” as defined in any dangerous goods legislation or in any other occupational health and safety legislation or regulation (as amended from time to time) in any jurisdiction in which the dangerous goods are to be provided.
Goods	Are those which are acquired by the Principal for its own use or consumption and are not for retail sale. They include Plant, equipment (including fixtures and fittings), substances and Dangerous Goods and personal protective equipment. Non-Merchandise Goods are often referred to as “Goods” throughout this Schedule.
Hazardous Building Material	Means any form of “hazardous building material” as defined in any occupational health and safety legislation in Australia.
Hazardous Substance	Means “hazardous substance” as defined in any OHS related Act or regulation (as amended from time to time) in any jurisdiction in which the Hazardous Substance is to be provided.
High Risk Contracts	All contracts that are designated as “high risk” by legislation including but not limited to: <ul style="list-style-type: none"> • contracts that provide a service by performing High Risk Activities; and, or • any other contracts at the discretion of the Principal.
High Risk Activities	<p>Include but are not limited to:</p> <ul style="list-style-type: none"> • asbestos removal; • construction work of any kind; • demolition; • All electrical work (excludes replacement of lamps in light fittings); • hot work in hazardous area; • scaffolding; • tank cleaning or testing; • welding in hazardous areas; • working at heights; • transport (truck driving); • cooling tower maintenance; • confined space; • any other high risk works as defined by State legislations; and, or • any other work or activities designated as “high risk” by the Principal for the purposes of a particular contract or portion of a contract as identified in the scope of works for that proposed contract. <p>If, as a result of any hazard identification and risk assessment undertaken by the Contractor, further high risk work or activities are identified, then the Contractor shall notify the Principal and all obligations relating to high risk work or activities under this Agreement apply.</p>
Manual tasks	Manual tasks means a task comprised wholly or partly by any activity requiring a person to use their musculoskeletal system in performing his or

	her work and can include the use of force for lifting, lowering, pushing, pulling, carrying or otherwise moving, holding or restraining any person, animal or item.
OHS Legal Obligations	A reference to OHS legal Obligations includes any obligation imposed under: <ul style="list-style-type: none"> • the common law relating to health and safety in the work environment; • any occupational health and safety related legislation, including legislation relating to specific aspects of workplace safety including laws dealing with dangerous goods, gas, electrical and fire safety; and • the Principal's Requirements.
Partner site	Means any mycar site.
Plant	Means any machinery, equipment or tool, and any of their components and "plant" as defined by any occupational health and safety related Act or regulation (as amended from time to time) in the jurisdiction in which the Plant is to be supplied.
Personnel	Includes the Contractor's employees, agents and subcontractors (including work experience students and delivery drivers).
Principal	Means the relevant City Group entity (or entities) party to the Agreement.
The Principal's Requirements	Means any specific obligations of the Contractor relating to health and safety imposed by the Principal under this Agreement.
Representatives	Means the Principal's employees, agents or other contractors acting on the Principal's behalf.
Services	Means the Services or Works, or other term used in the Agreement to define what (other than the supply of Goods) (if any): <ul style="list-style-type: none"> • the Contractor is to provide to the Principal as described in the specifications to this Agreement; and • includes any unspecified services or works which are incidental to the provision of the Services.
Schedule	Means this document entitled "City Holdings (AUS) Pty Ltd – Contractor's Occupational Health & Safety Obligations".
Site	Means any site or premises identified in the Work Order and any other premises the Principal has directed the Contractor to attend.
Site Manager	Is the manager in charge of the Site at the relevant time or person authorised by the manager in charge to act on their behalf.
Standards	Means in so far as relevant to the particular reference: <p>Australian Standards - published by the organisation known as Standards Australia Limited which is the peak non-government standards development body in Australia; and/or</p> <p>Industry Standard is a reference to a standard or code of practice developed by businesses with a common interest in a standardised approach to the management of issues where relevant Standards or regulatory guidance are otherwise lacking, or considered in need of supplementation in order to deliver appropriate outcomes.</p> <p>Codes of Practice, Compliance Codes or Guidance means such documents as issued by relevant OHS regulatory authorities.</p>
Substance	Means "substance" as defined in any OHS Legal Obligation (as amended from time to time) in any jurisdiction in which the Substance is to be provided.
Supply	Includes supply and resupply by way of sale, exchange, lease, hire or hire-purchase, whether as principal or agent, and any other form of supply within the meaning of any occupational health and safety related legislation, including legislation relating to electrical and gas safety.
SWMS	Has the meaning given in paragraph 2.5.
Works	Means the physical activities performed on Site in accordance with the specifications and other requirements agreed in writing between the

	Principal and the Contractor. The term Works exclude non-physical activity (eg consultancy services).
Work Order	Means the order for the purchase of Services and/or Goods issued by the Principal.

DOCUMENT CONTROL

Approval

	Title	Name	Signature	Date
Administrator	National HSE Lead & Systems Manager	Paul Nichols	P Nichols	08/11/2019
Approver	General Manager - Health, Safety, Environment & Quality	Glenn Henstock	G Henstock	

Version History

The following table lists the changes made to this Manual:

Version	Date	Amended By	Brief Summary of Changes