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SUN SAFE POLICY		

PURPOSE

Australia has one of the highest rates of skin cancer in the world. Consolidated Group of Companies recognises that exposure to ultraviolet (UV) radiation is a significant workplace health risk, particularly for outdoor work in mining, construction, transport, and civil environments.

This policy is intended to minimise the risk of sun-related injury and illness by implementing appropriate sun protection measures and promoting safe work practices.

OBJECTIVES

Consolidated Group is committed to:

- Providing appropriate sun protection controls to reduce employee and contractor exposure to UV radiation.
- Promoting awareness and education to encourage personal responsibility for skin cancer prevention.
- Providing shaded areas or temporary shade where practicable and encouraging work to be planned or relocated to shaded areas where possible.
- Providing access to indoor areas or shaded outdoor locations for rest and meal breaks.
- Considering engineering controls, such as window tinting, in company vehicles and mobile plant where appropriate.

RESPONSIBILITIES

Management Commitment

Management will:

- Ensure this Sun Safety Policy and associated requirements are communicated to all employees, contractors, and visitors.
- Monitor daily UV exposure levels using reliable sources (e.g. Bureau of Meteorology UV Index or approved UV monitoring applications).
- Implement sun protection controls in accordance with risk assessments and site conditions.
- Ensure injury and incident reporting procedures are followed where sunburn or excessive UV exposure occurs in the workplace.
- Provide suitable personal protective equipment, including:
 - Long-sleeved, collared work shirts with a minimum UPF 50+
 - Broad-spectrum, water-resistant sunscreen with a minimum SPF 30+
- Review work schedules, where practicable, to reduce exposure during peak UV periods.

Worker Commitment

Workers will:

- Cooperate with all measures introduced to minimise risks associated with UV exposure.
- Comply with instructions, site rules, and control measures relating to sun protection.
- Use provided sun protection PPE and sunscreen as directed.
- Participate in sun safety education and awareness programs.

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- Take reasonable care for their own health and safety by adopting appropriate sun-protective behaviours at work.

RELATED PROCEDURES

Supporting procedures and guidance are contained within:

- HR Handbook
- Integrated Business Management System (ISO BMS) Handbook

COMMITMENT

This policy applies to all Consolidated Group directors, management, employees, contractors, and suppliers engaged in work activities where exposure to UV radiation may occur.

Approved



Theo Tsorvas

Director

Date 13.12.2025