



DTL-HSE-PLN-0001

Health, Safety & Environment Management Plan

DTL Health & Safety Management System

Doc No: DTL-HSE-PLN-0001

Version: 1.0 — Jun 2026

Review: Jun 2027

Owner: Annelize Van Tonder

Purpose: This Health, Safety & Environment Management Plan sets out the system DTL (WA) Pty Ltd uses to manage health, safety and environment across its works — the framework, responsibilities, risk management and controls that deliver a zero-harm outcome. Project-specific plans supplement this Plan for individual sites and clients.

1 • Purpose

This Plan describes the systems and controls DTL implements to safely execute its works and to protect people and the environment. DTL is committed to conducting all works in a manner that prevents injury and illness, protects the environment and infrastructure, complies with legislative and client requirements, and achieves a zero-harm outcome.

2 • Scope

This Plan applies to all DTL (WA) activities, workplaces, workers, contractors and visitors — principally the supply and installation of water-infrastructure and HDPE pipeline works, civil works and associated activities. Where DTL works on a client or mine site, this Plan is read with the relevant project plan and the client's site safety management system; the more stringent requirement applies.

3 • Legislation & Standards

- Work Health and Safety Act 2020 (WA) and WHS (General) Regulations 2022 (WA);
- WHS (Mines) Regulations 2022 (WA) when working on mine sites;
- Environmental Protection Act 1986 (WA);
- AS/NZS ISO 45001 (OHS management), ISO 14001 (environmental management);
- relevant Australian Standards (e.g. AS 2550 cranes, AS 4991 lifting devices) and Codes of Practice;
- applicable client / site-specific requirements (permits, isolation, lifting, fatigue, emergency).

4 • Roles & Responsibilities

- **Directors** — provide leadership, resources and due-diligence oversight; set HSE objectives.
- **Project Manager** — overall HSE responsibility for the works; planning, resourcing, supervision and client liaison.
- **Site Supervisor** — manages daily activities, runs pre-starts, enforces SWMS and monitors the work fronts.
- **HSE Advisor** — provides safety guidance and auditing, monitors compliance with this Plan and assists investigations.
- **Workers & contractors** — follow procedures and SWMS, take part in risk assessment, and report hazards and incidents immediately.

- **Client representatives** — provide site oversight and site-specific requirements.

5 • Risk Management

DTL applies a structured process to every activity: **identify** hazards → **assess** the risk (consequence × likelihood) → **control** using the hierarchy of control → **monitor and review**. Risk is rated using the matrix below; the rating drives the level of control and authority required.

Likelihood ↓ Consequence →	Insignificant	Minor	Moderate	Major	Catastrophic
Almost Certain	M	H	H	E	E
Likely	M	M	H	H	E
Possible	L	M	H	H	E
Unlikely	L	L	M	M	H
Rare	L	L	L	M	H

■ L Low
 ■ M Medium
 ■ H High
 ■ E Extreme

Hierarchy of control — higher-order controls (eliminate, substitute, isolate, engineer) are preferred over administrative controls and PPE, which are the least reliable.

Rating	Response & authority
Extreme	Unacceptable — do not start / stop work. Eliminate or reduce the risk; requires senior management / Director approval and detailed controls before work proceeds.
High	Senior management attention. Documented controls (SWMS / permit) and supervisor sign-off required before work starts.
Medium	Manage with specific procedures, SWMS / JSA and monitoring; supervisor responsibility.
Low	Manage by routine procedures; monitor and review.

Hazards and risks are recorded in 2iB (Event Register / Hazard & Risk Registers) per DTL-HSE-PRO-0003 Risk Management and DTL-HSE-PRO-0004 Hazard Identification.

6 • Training & Competency

- site and company inductions before starting work;
- relevant trade qualifications and High-Risk Work Licences (e.g. dogging / rigging, crane, working at heights, poly-welding);
- Verification of Competency (VOC) where required;
- competencies and expiries recorded in the Training & Competency and Licence registers.

7 • Safe Work Practices

- daily **pre-start meetings** covering activities, hazards, controls and permit requirements;
- **SWMS / JSA** for high-risk construction work, briefed before work starts;
- **Permits to Work** for lifting, working at heights, hot work, excavation and similar;

- **isolation / LOTO** with verification of zero energy before any tie-in or work on plant.

8 · Plant & Traffic Management

- plant and equipment registered, pre-started daily and maintained to schedule;
- traffic management plan with segregation of plant and personnel, spotters and UHF comms;
- compliance with site speed limits and exclusion zones.

9 · Fatigue & Fitness for Work

Work hours are managed to control fatigue; workers must present fit for work (including drug & alcohol and psychosocial considerations) and supervisors monitor for signs of fatigue, per the DTL Fatigue Management and Fitness for Work policies.

10 · Environmental Management

- spill kits maintained on site; refuelling in designated areas only;
- dust suppression as required; protection of client infrastructure (e.g. liners);
- waste segregated and disposed of lawfully, recorded in the 2iB Waste Tracking Register (PRO-0023).

11 · PPE

Minimum PPE is hard hat, safety glasses, long-sleeve hi-vis, steel-cap boots and gloves, with additional task-specific PPE as the risk assessment or SDS requires (see DTL-HSE-PRO-0015 PPE).

12 · Emergency Response

Site emergency arrangements, assembly points and wardens are established before work; first aid and emergency equipment are provided and maintained; drills are conducted and reviewed (DTL-HSE-PRO-0020 Emergency Management).

13 · Incident Management

All incidents, injuries, near misses, hazards and environmental events are reported immediately, the area made safe, and logged in the **2iB Event Register**; events are investigated and corrective actions assigned and closed out per DTL-HSE-PRO-0005.

14 · Communication & Consultation

DTL consults workers on matters affecting health and safety through pre-starts, toolbox talks, safety representatives and an open issue-resolution process; formal safety meetings are recorded in the 2iB HSE Meeting Register (DTL-HSE-PRO-0009).

15 · Document Control

HSE documents are controlled in 2iB as the single source of truth, each with a unique number, version and review date; printed copies are uncontrolled (DTL-HSE-PRO-0019).

16 · Monitoring & Review

- inspections, audits and corrective-action tracking monitor performance;

- HSE objectives and targets are set and reviewed;
- this Plan and the management system are reviewed at planned intervals and on change, driving continual improvement (DTL-HSE-PRO-0017 Quarterly Self-Evaluation, PRO-0021 Management Review).

References

- DTL-HSE-POL-0001 Work Health & Safety Policy (and supporting policies POL-0002–0008)
- DTL-HSE-PRO-0003 Risk Management · PRO-0004 Hazard Identification · PRO-0005 Incident Reporting & Investigation
- PRO-0009 Consultation · PRO-0012 SWMS · PRO-0019 Document Control · PRO-0020 Emergency Management
- 2iB HSEQ Registers (Event, Chemical, Waste, Permit to Work, Equipment, Hazard, Risk, etc.)

Approved for issue



Tyson Knight — Director
27 May 2026

1.0 · Jun 2026 · Initial issue — corporate HSE Management Plan (generalised from the project HSEMP); 5×5 risk matrix added · A. Van Tonder