

WHS undertaking

Work Health and Safety Act 2011

Undertaking to the Secretary, Department of Primary Industries and Regional Development,
given for the proposes of Part 11 of the *Work Health and Safety Act 2011 (the WHS Act)*

By

E.B. Mawson & Sons Proprietary Limited

ACN: 004 519 617

ABN: 14 004 519 617

Section A – general information

1. Details of the company or individual proposing the undertaking			
Name of company or individual	E. B. Mawson and Sons Pty Ltd		
Registered address	141 King George Street, Cohuna Victoria 3568		
Mailing address (if different from above)			
Contact officer	Simon Taylor		
Position	WH&S Compliance and Wellbeing Manager NSW		
Telephone	██████████	Mobile	██████████
Email address	████████████████████		
Legal structure	Pty Ltd Company		
Type of business	Supply of ready mixed concrete and quarry products		
Commencement date of the entity	Business started in 1912 incorporated in 1961		
Workers	Full time: 456	Part time: 37	Other: 67
Products and services:	Quarry products and ready mixed concrete		
Comments			

2. Details of the alleged contravention
The NSW Resources Regulator (Resources Regulator) alleges that on 13 May 2024, E.B. Mawson & Sons Proprietary Limited (E.B. Mawson & Sons), being a person conducting a business or undertaking at Western Riverina Quarry, NSW (the Quarry), failed to discharge its obligations under section 19(1) of the <i>Work Health and Safety Act 2011</i> (NSW) (the WHS Act) to ensure, so far as is reasonably practicable, the health and safety of two workers at the Quarry while the workers were at work in the business or undertaking conducted by E.B. Mawson & Sons.

3. Details of the events surrounding the alleged contravention eg incident details
On 13 May 2024, two workers employed by E.B. Mawson & Sons were conducting an oil change on a Nordberg Metso HP300 cone crusher. The oil reservoir was located within a shipping container near the cone crusher unit. The workers determined that they needed to remove a build-up of dust/sludge from the oil reservoir. The workers used rags and brake cleaning fluid. During this process one of the workers used a handheld battery powered blower to clean the area. The blower was turned off for a short time. The blower was then turned on again to repeat the task. Immediately upon the second start up, airborne brake cleaner droplets ignited. The two workers exited the container, located nearby fire extinguishers and extinguished the fire.

4. Acknowledgement that the Resources Regulator alleged a contravention has occurred
It is acknowledged that the Resources Regulator has alleged that E.B. Mawson & Sons contravened the WHS Act in respect of this incident.

5. Details of any injury that arose from the alleged contravention

6. Details of any enforcement notices issued that relate to the alleged contravention

Notices received:

☒ Yes (provide details) ☐ No

Date issued	Notice type	Notice number	Contravention	Action taken to respond to notice
16/05/2024	Section 198	NTCE0014177	Non-disturbance Notice	Notice complied with.
15/05/2024	Section 177	240515PK-01	Receipt for Seized Things	The following items were taken by Resources Regulator: • Milwaukee 18v blower w/ battery. • Pressure sprayer w/ fluid. • 2 samples of fluid. • 2 hard hats. • Milwaukee 18v charger/radio.
21/05/2024	Section 195	NTCE0014225	Prohibition Notice	Notice complied with.
21/05/2024	Section 195	NTCE0014226	Prohibition Notice	Notice complied with.
29/05/2024	Section 191	NTCE0014284	Improvement Notice	Notice complied with.
31/05/2024	Section 191	NTCE0014283	Improvement Notice	Notice complied with.
18/07/2024	Section 155	240718PK-01	Notice to give information and produce documents to the Resources Regulator	Information and documents provided to the Resources Regulator as requested.
18/07/2024	Section 155	240718PK-02	Notice to give information and produce documents to the Resources Regulator	Information and documents provided to the Resources Regulator as requested.

7. Statement of assurance about future work, health and safety behaviour and compliance with the WHS Act

E.B Mawson & Sons is committed to complying with its obligations under the WHS Act, the *Work Health and Safety (Mines and Petroleum Sites) Act 2013* (NSW) (**WHS Mines Act**) and their associated regulations.

8. When an alleged contravention is associated with an injury or illness

8.1 The details of the type of workers compensation provided (if the injured person(s) is a worker)

Both workers involved in the incident received workers compensation payments. E.B. Mawson & Sons made additional payments to the workers in accordance with E.B. Mawson & Sons usual policy to bring their payments to 100% of their pre-injury average earning, which is above legislative requirements.

8.2 Details of the support provided, and proposed to be provided, to the injured person(s) to overcome the injury/illness

The injured persons are:

☒ employees of the entity

☐ a self-employed person

☐ other (please specify)

☐ not applicable

Support provided to the injured person(s) family

Date	Description of support	Comment

9. Details of any existing safety management systems at the workplace including the level of auditing currently undertaken

E.B Mawson & Sons has a comprehensive safety management system (**SMS**) in place. The SMS has been developed to ensure compliance with the WHS Act, WHS Mines Act and other applicable legislative requirements.

The SMS has a range of components, including:

1. Company Policies, Procedures and Guidelines
2. Management Structure
3. Risk Management
4. Standard Operating Procedures
5. Safe Work Method Statements
6. Forms and Templates
7. Workplace Inspection
8. Principal Control and Hazard Management Plans
9. Inductions, Information and Training
10. Contactor Management
11. Consultation
12. Incident Management
13. Emergency Management
14. Drill and Blast
15. Environment

Each of the above components are audited every three years or earlier (if required). This work involves the WHS Team reviewing each component of the SMS against relevant WHS laws and current business requirements and making any required changes or enhancements.

The SMS has a number of additional processes in place for conducting audits to verify that the SMS meets E.B Mawson & Sons legislative requirements. This includes:

- Quarterly site WHS meetings are conducted with site workers, Health & Safety Representatives (**HSRs**) and the WHS Team. During these meetings, the team will review hazards and incidents, discuss any WHS improvements or issues raised by workers and discuss the particular wellbeing topic for that meet (which changes each meeting).
- The Senior OHS Committee meet quarterly to discuss WHS matters, including key topics raised in the quarterly site WHS meetings.
- Site inspections are conducted across the sites with relevant HSRs.

- Critical controls are monitored through pre-starts, daily inspections and WHS meetings.
- Periodic review of control plans and risk assessments are undertaken.

10. Details of any consultation undertaken within the workplace regarding the proposal of a WHS undertaking (including workers and work health and safety representatives)

E.B Mawson & Sons has consulted on the proposed WHS undertaking with the following:

- HSRs from Western Riverina Quarry and the Fabrication Workshop workgroups;
- General Manager, Quarries (Milbrae);
- General Manager, Work Health and Safety;
- WHS Compliance and Wellbeing Manager; and
- Managing Director.

11. Statement of regret that the incident occurred (ie not an admission of guilt)

E.B Mawson & Sons regrets that the incident occurred and any impact it has had on employees involved in the Incident.

The health and safety of our people remain our highest priority and we are committed to maintaining the highest safety standards across all our operations.

12. Any rectifications made as a result of the alleged contravention

Post the Incident, the following rectifications were made by E.B Mawson & Sons:

- Fire extinguishers were installed in the crusher lubrication container where the Incident occurred.
- The Emergency Control Plan was reviewed and updated. Employees subsequently received training on the revised Emergency Control Plan.
- Controls were implemented to eliminate or minimise risks arising from the crusher lubrication container double door, such as fall from heights.
- On site training was conducted on the use of Safe Work Method Statements (SWMS).
- Toolbox talks were conducted to inform workers about the Incident across all sites.
- The flammable liquid involved in the Incident was removed from all quarries and a non-flammable alternative product has been identified, trialled and selected for use.
- A third party company, Safety Compliance Resources Pty Ltd, was engaged to undertake an assessment of the crusher lubrication container.
- Specific SWMS were created in consultation with one of the injured workers, for identified maintenance tasks for Metso HP300 .
- E.B Mawson & Sons implemented a prohibition on flammable substances in the room where the Incident occurred and rooms with electrical installations.
- Lubricant tank was fitted with quick release fitting enabling tank to be emptied from bottom with pump systems.
- Cone crusher was fitted with positive pressure air ring to stop ingress of dust into labyrinth ring and subsequently into oil system.

Total amount spent on rectification \$20,106.40 (safety compliance resources only, other internal costs were incurred).

13. Acknowledgement that the WHS undertaking may be published and publicised

E.B Mawson & Sons acknowledges that the undertaking will be published on the Regulator's website and may be referenced in Resources Regulator material.

E.B Mawson & Sons acknowledges that the undertaking may be publicised in newspapers or other publications (where applicable, as specified in Section B – enforceable terms).

14. Statement of ability to comply with the terms of the undertaking

15. Statement regarding relationships with beneficiaries

E.B Mawson & Sons has had a long standing relationship with Sport & Life Training since 2018.

E.B Mawson & Sons committed to donating \$20,000 to Sport & Life Training in 2025. All amounts proposed in this WHS undertaking are above and beyond pre-existing arrangements.

E.B. Mawson & Sons engaged TASC Solutions to undertake a one day Safety Management Systems Training seminar with Quarry Managers in 2025.

E.B. Mawson & Sons engaged the Institute of Quarrying Australia (IQA) to conduct IQA – Plant and Equipment – Safety Compliance and Best Practice training with workers in April 2025, the IQA contracted this training to TASC Solutions, E.B. Mawson & Sons also enrol employees in IQA short courses on an as needs basis.

Employees of E.B. Mawson and Sons are members of the IQA.

There are no other known relationships with beneficiaries outlined in the WHS undertaking, other than current employees, contractors of E.B Mawson & Sons and the broader industry.

16. Intellectual property licence

To the extent permitted by law, E.B Mawson & Sons grants the Regulator a permanent, irrevocable, royalty-free, world-wide, non-exclusive licence to use, reproduce, publish, distribute, electronically transmit, electronically distribute, adapt and modify any materials developed as a result of this WHS undertaking.

17. Acknowledgement that materials, information or deliverables under WHS undertaking accurate

E.B Mawson & Sons acknowledges that any material, information or deliverable developed as a result of, or representations otherwise related to, this WHS undertaking are accurate, true, correct, complete, balanced, objective and not misleading.

18. The company or individual may be required to provide information of any prior work health and safety convictions

The Regulator requests a list outlining details of any prior work health and safety convictions or findings of guilt under work health and safety legislation¹ or work health and safety related legislation.

Does E.B Mawson & Sons, have any such prior convictions or finding?

☒ Yes ☐ No

The list is attached (if applicable)

☒ Yes ☐ No

19. Commitment to participate constructively in all compliance monitoring activities of the undertaking

¹ Subject to any local legal constraints such as spent conviction legislation

E.B Mawson & Sons acknowledges that responsibility for demonstrating compliance with this enforceable undertaking rests with the organisations who have given this enforceable undertaking. Evidence to demonstrate compliance with the terms will be provided to the Regulator by the due date for the term.

E.B Mawson & Sons acknowledges that co-operation will be provided to the Regulator in the event that the Regulator chooses to undertake other compliance monitoring activities (such as a site visit) to verify the evidence provided as part of this enforceable undertaking.

E.B Mawson & Sons acknowledges that material offered as evidence of compliance will be retained by the person throughout the period of the undertaking.

20. Commitment that the behaviour that led to the alleged contravention has ceased and will not reoccur

E.B Mawson & Sons commits that the behaviour that led to the alleged contravention has ceased and that it will take all reasonably practicable steps to prevent recurrence of the Incident.

21. Commitment to the ongoing effective management of work health and safety risks

E.B Mawson & Sons is committed to the ongoing effective management of work health and safety risks in accordance with its obligations under the WHS Act, the WHS Mines Act and relevant regulations.

22. Acknowledgment of WHS undertaking guidelines

E.B Mawson & Sons have read and understood:

Enforceable undertakings guidelines version 9.1 dated May 2025

Section B – enforceable terms

1. Publication of information about the undertaking

E.B Mawson & Sons, must, within 30 days of receiving notification from the Regulator of the acceptance of the WHS undertaking, cause a public notice to be published in the Area News and Daily Telegraph which will be drafted using the script provided in **Attachment A**.

2. Commitment to disseminate information about the undertaking to workers, and other relevant parties (which may include work health and safety representatives), and in the annual report (if applicable)

E.B Mawson & Sons, must disseminate information by implementing the following:

- communicating, so far as is reasonably practicable, a summary of the WHS undertaking through an initial tool box talk to workers;
- communicating, so far as is reasonably practicable, a summary of the progress of the WHS undertaking at quarterly site WHS meetings; and
- displaying a summary of the WHS undertaking on notice boards across the business.

3. Strategies that will deliver worker benefits

Further details about the projects that E.B Mawson & Sons will undertake in order to deliver benefits to workers are outlined in **Attachment B**.

Project 1A: Develop and deliver plant and equipment maintenance training at seven regional towns

E.B Mawson & Sons will engage IQA to develop and deliver a comprehensive training course on plant and equipment maintenance to E.B. Mawson and Sons employees. The course will be a full day delivery, with capacity for up to 12 employees per session. The course will include delivery of facilitator led training across seven regional towns, including Griffith, Leeton, Wagga Wagga, Broken Hill, Finley, Moama and Mulwala.

The cost of this project will be \$75,000 (excl. GST).

Project 2: Purchase of a transit van to enable broad workforce simulation training

E.B Mawson & Sons are in the process of purchasing a Tenstar Simulator in order to provide workers who operate heavy plant with practical, real life training in a simulated environment.

To broaden the use of the Tenstar Simulator, and as part of this undertaking, E.B Mawson & Sons will purchase a transit van to allow for the Tenstar Simulator to be mounted.

The purchase of the transit van will have immense value to the workforce, allowing the simulator to be moved across operational sites to allow for a large number of our workers to undertake training.

Provisional costs have been assigned to support the fit out of the transit van, and the purchase of a trailer mounted generator to run the simulator.

The cost of acquiring the transit van will be \$56,691 (excl. GST) plus approximately \$20,000 on fit outs.

Project 3: Establish a mentoring program for leaders including quarry managers and supervisors

E.B Mawson & Sons will engage a subject matter expert, Chris Georgiou, from TASC Solutions to undertake a mentoring program with on-site leaders, in particular quarry managers and supervisors.

The mentoring will be undertaken via a combination of one-on-one mentoring sessions and group mentoring/training sessions to support their ongoing development and enhance a consistent approach to health and safety management at E.B Mawson & Sons. Chris holds an unrestricted Quarry Managers Practicing Certificate and is a specialist in promoting cultural change in safety compliance across workplaces.

The cost of this project will be \$60,000 (excl. GST).

4. Strategies that will deliver industry benefits

Further details about the projects that E.B Mawson & Sons will undertake in order to deliver benefits to the industry are outlined in **Attachment B**.

Project 1B: Develop and deliver plant and equipment maintenance training online to the industry

E.B Mawson & Sons will engage IQA to develop and deliver a comprehensive training course on plant and equipment maintenance. The course will be delivered in a 5 hours online group setting. E.B. Mawson and Sons will subsidise delivery to 110 workers across industry.

The cost of this project will be \$75,500 (excl. GST).

5. Strategies that will deliver community benefits

Further details about the projects that E.B Mawson & Sons will undertake in order to deliver benefits to the community are outlined in **Attachment B**.

Project 4: Donation to Sport and Life Training

Sport and Life Training is a not-for-profit organisation, dedicated to creating sporting clubs and environments that cater for both the competitive and personal needs of young people and young adults.

E.B Mawson & Sons will donate \$20,000, comprising of \$2,000 to 10 senior clubs to provide them full access to the "Club Wellbeing Package". The package includes a face-to-face Wellbeing and Mental Health session for the whole club community and often the club open it up to the wider community as well. Each club will then nominate three to six people to become their Club Wellbeing Team. This team will undertake three online sessions so as to become skilled, mental health advocates and supporters for the club community.

This sum is above and beyond current donations made to Sport and Life Training.

Project 5: Donation to Rankins Springs and Hanwood Rural Fire Services

E.B Mawson & Sons will donate \$10,000 to the Rankins Springs Rural Fire Service, who acted as first responders to the Incident at the Quarry and \$10,000 to Hanwood Rural Fire Service.

6. Commitment regarding the strategy and promotion of benefits to the WHS undertaking

E.B Mawson & Sons acknowledges that any promotion of a benefit arising from the undertaking will clearly link the benefit to the undertaking and that the undertaking was entered into as a result of an alleged contravention.

7. Reimbursement of the Regulator's agreed costs associated with, and any monitoring of, the enforceable undertaking

E.B Mawson & Sons, must pay the Regulator's recoverable costs associated with the undertaking, as itemised below, and acknowledges that payment is due 30 days after receipt of the Regulator's invoice:

☒ investigative, legal and administrative costs	\$ 20,563
☒ compliance monitoring costs	\$ 12,500
☐ publication costs	N/A
Total amount	
Insert case, if any, for why the Regulator would not seek to recover costs as an attachment	\$33,063

8. Minimum spend

E.B Mawson & Sons must spend a minimum of \$360,254 (excl. GST) in carrying out its obligations as set out in this WHS undertaking, inclusive of the Regulator's recoverable costs.

E.B Mawson & Sons acknowledges the minimum spend comprises of:

Activities to deliver	Total estimated cost
Benefits to workers	\$ 211,691
Benefits to industry	\$ 75,500
Benefits to community	\$ 40,000

Regulator recoverable costs	\$ 33,063
Estimated total value of the undertaking	\$ 360,254 (excl. GST)

9. Project of undertaking

Where a project or projects are proposed to deliver benefits to workers, industry and community E.B Mawson & Sons offers and will carry out the projects set out in **Attachment B** to this WHS undertaking.

10. Timeframe for delivery

The strategies set out in this WHS undertaking must be completed by E.B Mawson & Sons on or before 24 months following acceptance of this enforceable undertaking by the Regulator.

Section C – Offer of undertaking

By an individual	By a corporation
I offer this undertaking and commit to the terms herein. Signed: [Person] Name: [Print name] Position: Dated:	As a duly appointed and authorised officer or agent of EB Mawson & Sons Pty Ltd I offer this undertaking and commit EB Mawson & Sons Pty Ltd to the terms herein. Signed: [Director] Name: [Print name] Position: Director Dated: 30 October 2025 Signed: [Director or company secretary] Name: [Print name] Position: Secretary Dated: 30 October 2025

Section D – Regulator’s acceptance of undertaking

I accept this undertaking as an enforceable undertaking under section 216 of the *Work Health and Safety Act 2011*.



Signed:

Position: Executive Director, Resources Regulator

delegate of the Secretary, Department of Primary Industries and Regional Development

Dated: 30 October 2025

Attachment A – Work Health and Safety Act 2011

Notice of Regulators acceptance of a WHS undertaking under Part 11 of the *Work Health and Safety Act 2011*

On 13 May 2024, two workers were injured when cleaning fluid they were using ignited after a cordless battery-powered handheld blower was operated.

The Department of Primary Industries and Regional Development investigated the incident and subsequently alleged that E.B Mawson & Sons failed to comply with a health and safety duty under section 19(1) of the Work Health and Safety Act 2011 (NSW).

This notice has been placed under the terms of a WHS undertaking and acknowledges acceptance of an undertaking that is enforceable under the WHS Act, from E.B. Mawson & Sons Proprietary Limited ACN 004 519 617.

The undertaking requires the following actions – E.B Mawson & Sons will:

- Develop and deliver plant and equipment maintenance training to workers across seven regional towns.
- Purchase of a transit van to enable broad workforce simulation training.
- Establish a mentoring program for leaders including quarry managers and supervisors.
- Develop and deliver plant and equipment maintenance training online to the industry. E.B. Mawson and Sons will subsidise delivery to 110 workers across industry.
- Donate \$20,000 to Sport and Life Training which is a not-for-profit organisation, dedicated to creating sporting clubs and environments that cater for both the competitive and personal needs of young people and young adults.
- Donate \$10,000 to Rankins Springs Rural Fire Service.
- Donate \$10,000 to Hanwood Rural Fire Service.

The full undertaking and general information about enforceable undertakings is available at resources.nsw.gov.au

Attachment B – Strategy/Project details

(This attachment is incorporated in and considered part of the WHS undertaking given by E.B. Mawson & Sons for the purposes stated herein, and are enforceable terms given under section B of the undertaking by E.B. Mawson & Sons)

E.B. Mawson & Sons will undertake the following:

Project 1A and 1B: Develop and deliver plant and equipment maintenance training

a) Program development - \$52,000 (excl. GST)

The course program will be developed by IQA, with two courses to be developed, a full day in person course for employees of E.B. Mawson and Sons, and a 5 hour webinar drawn from the full day course for delivery across the broader industry. The course will include the following topics:

- Planning for maintenance tasks
 - Scheduling
 - Identifying resources required
- Risk management
 - Pre-task risk assessment
 - Identifying hazards and assessing adverse interactions (eg. chemicals, tools weather)
 - Risk controls
 - Re-assessing risks and controls when tasks change
 - Supervision and approval processes
 - Case studies: unusual and overlooked hazards and risks
- Carrying out maintenance tasks
 - Isolation processes
 - Working at heights
 - Working in restricted/confined spaces
 - Working around electrical equipment
 - Working in wet weather
 - Working in dust
 - Working in heat
 - Safe manual handling
- Using tools and equipment
 - Welding
 - Using access equipment
 - Using lifting equipment
- Safe handling of hazardous substances
 - Interactions with other hazards/materials
 - Access to and use of Safety Data Sheets
 - Substitution with less hazardous substances
 - Emergency response and first aid

- Contractor management
 - Requirements for safety management
 - Supervision
 - Competency
- Worker competency
 - Operating plant and equipment
- Case studies
 - The study of relevant historical events and learnings
 - Industry examples and best practice

b) Facilitator lead delivery - \$49,000 (excl. GST)

The course will be delivered by a competent subject matter expert across seven regional towns, including Griffith, Leeton, Wagga Wagga, Broken Hill, Finley, Moama and Mulwala and online training sessions.

The course will be delivered across a full day to E.B. Mawson and Sons employees with a maximum capacity of 12 employees.

Final course materials will include a presentation, case studies and relevant learning activities and a facilitator guide to support delivery, either in person or online.

c) Online delivery - \$49,500 (excl. GST)

The course will be delivered online available to workers and subsidised to 110 workers across the industry.

Project 2: Purchase of a transit van to enable broad workforce simulation training - \$56,691 plus \$20,000 on fit outs (excl. GST)

E.B Mawson & Sons are in the process of purchasing a Tenstar Simulator in order to provide workers who operate heavy plant with practical, real life training in a simulated environment.

To broaden the use of the Tenstar Simulator, and as part of this undertaking, E.B Mawson & Sons will purchase a transit van to allow for the Tenstar Simulator to be mounted.

The purchase of the transit van will have immense value to the workforce, allowing the simulator to be moved across operational sites to allow for a large number of our workers to undertake training.

Project 3: Establish a mentoring program for leaders including quarry managers and supervisors - \$60,000 (excl. GST)

E.B Mawson & Sons will engage a subject matter expert, Chris Georgiou, from TASC Solutions to undertake a mentoring program with on-site leaders, in particular quarry managers and supervisors, this training will cover 12 key employees

The mentoring will be undertaken via a combination of one-on-one mentoring sessions and group mentoring/training sessions for identified Quarry Managers and Supervisors staff to support their ongoing development and enhance a consistent approach to health and safety management at E.B Mawson & Sons.

Chris holds an unrestricted Quarry Managers Practicing Certificate and is a specialist in promoting cultural change in safety compliance across workplaces.

The program of works includes:

- Initial site visit (Month 1)
 - Face-to-face session with Quarry Manager/Supervisors on site at the quarry
 - Conduct targeted interview/assessment to identify focus area/s for QM/Supervisor development
- Workshop 1 (Month 2)

- 1 day workshop delivered in a group setting
 - Recommended face-to-face at Griffith
 - Content to be confirmed post site visits to allow for tailoring to identified development areas
 - Example focus areas includes culture change, change management and people / conflict management
- Workshop 2 (Month 3)
 - 1 day workshop delivered in a group setting.
 - Recommended face-to-face at Griffith
 - To be conducted after second 1:1 coaching session completed
 - Workshop 2 to focus on Risk Management
 - Content to be confirmed post site visits to allow for tailoring to identified development areas
 - Example focus areas includes risk management linked to safety management system and PHMP/PCP, hazard identification, introduction to site of plant and equipment, and management and review of controls
- Workshop 3 (Month 4)
 - 1 day workshop delivered in a group setting
 - Recommended face-to-face at Griffith
 - Workshop 3 to focus on Contractor Safety Management and the associated legislative compliance
- Workshop 4 (Month 5)
 - 1 day workshop delivered in a group setting.
 - Recommended face-to-face at Griffith
 - Workshop 4 to focus on Emergency Management and the associated legislative compliance and Incident Management - reporting and investigation
- On site 1:1 coaching (Months 2 to 5)
 - Face-to-face session on quarry sites held post workshops 1-4
 - 1-2 hours per Quarry Manager/Supervisor
 - Focus on workshop content and previously identified development areas
 - Four sessions over program duration
- Remote 1:1 coaching (Months 1 to 6)
 - Conducted via Teams
 - 1 hour per Quarry Manager/Supervisor
 - Focus on workshop content and previously identified development areas
 - Six sessions over program duration
- Site visit – Emergency Management (Month 6)
 - Face-to-face session with Quarry Manager/Supervisors on site
 - Review of site's Emergency Plan
 - Support the conduct of an emergency drill and debrief

Project 4: Donation to Sports and Life Training - \$20,000

E.B Mawson & Sons will donate a sum of \$20,000 across the period of the undertaking to Sport and Life Training to enhance the facilitation of their "Clubs with Heart" Project, specifically the "Club Wellbeing Package". This sum is above and beyond current donations made to Sport and Life Training.

Sport and Life Training is a not-for-profit organisation, dedicated to creating sporting clubs and environments that cater for both the competitive and personal needs of young people and young adults. Sport and Life Training's vision is to create "Clubs with Heart", across the country, establishing environments that provide physical and emotional safety for young people, building communities that are positive, competitive, resilient, safe, industrious, friendly, empathic, and connected. The key objective of the Project is to reduce the stigma around mental illness, to increase help-seeking & peer-support behaviours and to reduce suicide.

E.B Mawson & Sons will donate \$2,000 to 10 senior clubs (totalling \$20,000) to provide them full access to the Club Wellbeing Package. The package includes a face-to-face Wellbeing and Mental Health session for the whole club community and often the club open it up to the wider community as well. Each club will then nominate 3-6 people to become their Club Wellbeing Team. This team will undertake 3 online sessions so as to become skilled, mental health advocates and supporters for the club community.

Project 5: Donation to Rankins Springs and Hanwood Rural Fire Services - \$20,000

E.B Mawson & Sons will donate \$10,000 to the Rankins Springs Rural Fire Service, who acted as first responders to the Incident at the Quarry and \$10,000 to Hanwood Rural Fire Services.