



INFECTIOUS DISEASES MANAGEMENT PLAN

Purpose

- To manage the impact on the health and safety of workers, families, the broader community and the Company's reputation.
- To ensure all Workers are aware of their responsibilities, obligations and the consequences of any non-compliance.
- To comply with the *Work Health and Safety Act 2011* and directives from the Federal and State Governments.
- To detail a viable continuity plan.

Scope

The Infectious Diseases Management Plan ("IDMP") applies to all Musgrave Minerals Ltd ("MGV" of the "Company") workplaces and all persons accessing them including:

- Persons Conducting a Business or Undertaking (PCBU's)
- Officers of the Company
- Workers (includes contractors, sub-contractors, volunteers and guests)

Where a contracting or sub-contracting company's Infectious Diseases Policy in relation to their own workers is more stringent than MGV, then the conditions of that Policy will apply to those workers.

Policy

MGV is committed to providing safe, healthy and productive workplaces and ensuring all persons who enter those workplaces comply with the Company's Policies, Procedures, the *Work Health & Safety Act 2011* and all current State and Federal Government directives.

Organisational operations may be adversely affected in the event of a pandemic. This IDMP will address safety and continuity plans to assist in the safe continuance of our core business.

Infectious diseases, including COVID-19, can have serious adverse effects on the health and safety of individuals. Workers are required by the Company, the Western Australian State Government and the *Work Health & Safety Act 2011* to minimise the spread of infectious diseases. All Workers shall abide by any State or Federal Government directives, statute or by-law in relation to COVID-19 or other significant infectious diseases.

Vaccination requirements

All Workers must be COVID-19 vaccinated (unless medically exempt with proof of exemption) as per Western Australian Government requirements.

Job seekers may be asked to show proof of vaccination as a pre-employment condition regardless of whether a pre-employment medical examination is required.

Any person refusing to show or divulge proof of vaccination details will be deemed as unvaccinated.

Disciplinary action may result from either a refusal to be vaccinated or a refusal to show or prove vaccination status. Disciplinary action may include temporary exclusion from the workplace (which will be unpaid leave) or termination of employment.

Management Strategies

The Infectious Diseases Manager (currently Robert Waugh) or their appointee, will regularly check the Australian Health Department and WA Department of Health websites for up-to-date information of COVID-19 status, actions and restrictions and be able to verify the vaccination status of Workers.

To minimise exposure all Workers are to:

- restrict access and contact with Aboriginal communities and vulnerable peoples to essential personnel only;
- maintain social distancing and, where possible, conduct meetings outside;
- work in small teams if practicable;
- minimise medium exposure risk areas including transit locations and vehicles (FIFO to and from site), stores, hotels, and roadhouse visits where possible and ensure appropriate PPE is worn at all times;
- utilise video conferencing where possible and practical; and
- office staff to have flexibility with 'work from home' arrangements where applicable;

Key staff to co-ordinate with management and order sufficient supply of appropriate PPE to maintain fluent operational status in periods of possible supply constraints.

Site Authority & Management

If a site 'Activity Manager' under DMIRS and the SRS System is in isolation or unable to perform their duties due to COVID-19 (or other infectious disease) restrictions, the alternate Activity Manager will take responsibility for site activities.

Responsibilities

All Workers are to cooperate with and follow the directions of the WA Government and Department of Health officials, including contact tracers when required.

Management is responsible for disseminating the IDMP and the supply of PPE.

All Workers are responsible for becoming familiar with the plan. Individual self-monitoring and reporting of symptoms is an important aspect of plan management.

Controls

Prevention

- Follow WA Government guidelines and requirements on COVID-19 vaccinations for the Western Australian resources sector (unless exempt).
- Self-testing and/or self-assessment is encouraged. In the case of a positive self-test the employee may take accrued personal leave.
- If experiencing a temperature above 38°C and/or flu-like symptoms (see symptoms flowsheet), take a COVID-19 test (Rapid Antigen Test (RAT) or Polymerase Chain Reaction (PCR)), isolate until results received and contact your Manager. Follow the current WA Government isolation procedure if positive test result received.
- Reduce the risk to yourself, your work colleagues and the local community by reducing physical contact (i.e. shaking hands) and interaction with non MGV employees or contractors and social distance. Maintain suitable distance between people in indoor spaces (Perth and site) by adequate desk spacing, desks not facing each other and varying office times where possible.
- Use anti-bacterial or alcohol based disinfectant cleaners and regularly sanitise and/or wash hands.
- Frequently clean commonly touched areas (e.g. door handles, taps, benches, etc).
- Avoid cough or sneezing spray from others and if you cough or sneeze, do so into your inner elbow or a cloth to avoid spraying others.
- Avoid or minimise touching eyes, nose and mouth unless hands are clean to prevent the virus possibly entering your body.
- Use TGA approved face masks, and eye protection if available, in line with the current WA Government directives.
- Encourage outdoor meetings on site where possible.
- Use teleconferencing where possible and reduce physical meetings.
- Work from home if possible (discuss with your Manager).
- Maintain visitor logs, ensure vaccination status is up to date, record digital vaccination certificate has been sighted, and log-in using the Service WA app.
- Flu vaccinations are recommended for all staff and the cost will be reimbursed by the Company.
- If individuals have visited a COVID-19 hotspot - follow WA Government directives regarding testing and isolation.

All positive PCR and RAT results in Western Australia are to be reported to the Department of Health at www.healthywa.wa.gov.au/ratregister.

If you do not have access to the online reporting system you can report the positive test result on 13 COVID (13 26843).

In addition, all positive RAT and PCR tests conducted on site or during a site shift must be reported to DMIRS by the Exploration Manager under the *Mines Safety and Inspection Act (WA) 1994* (note: positive test results before mobilising to site or at the city office are not currently reportable to DMIRS).

Penalties including significant fines or imprisonment are possible for failing to report a positive test result.

COVID-19 Testing (*see separate correspondence for implementation date*)

Site

RAT (if RAT kits are available) screening for each MGV employee is required the day before commencing their roster (8-24hrs before), with proof of result (usually a photograph) to be uploaded into PeopleTray.

Following a non-negative RAT result contact your Manager by phone and follow the current WA Government directives.

If feeling unwell with COVID-19-like symptoms at any time, isolate and undertake a RAT screening immediately. Pending test result, follow isolation procedure above.

All visitors to utilise Service WA App Check-in when entering the Cue site office.

On-Site Isolation

All Workers are to cooperate with and follow the current WA Government directives regarding testing and isolation.

If an MGV employee has visited a COVID-19 hotspot, received communication from the WA Government stating they are a close contact or show flu-like symptoms:

- self-isolate in Cue at either 501C Wittenoom Street or 24 Burt Place (whichever is suitable) with any close contact MGV employees. Those not considered close contacts are to move to 39 Austin Street or other suitable accommodation;
- update (via phone) the Exploration Manager or Managing Director; and
- Take a RAT and upload into PeopleTray:
 - If negative – return to work if well enough;
 - If positive – continue to isolate and follow current WA Government directives. If unsure contact Manager.
- Self-isolating site-based individual(s) to be monitored via phone by the senior site representative or Manager three times daily (morning, midday and evening) for changes in symptoms.
- If symptoms deteriorate contact Exploration Manager or Managing Director immediately and discuss medical treatment options (process and methodology). Management to direct action after seeking professional medical advice

In the event of an extreme medical risk, management to consider options to shut down and close site.

The COVID-19 WA Major Industry Escalation Pathway is to be followed. The Managing Director is to contact the State Health Incident Coordination Centre (SHICC) Watch Desk (24/7) on 9222 2017 and follow SHICC advice.

If advised by Managing Director, shut-down site and all crews to demobilise if safe to do so.

Head Office

Weekly RAT (if RAT kits are available) screening for each MGV employee is required the day before (8-24hrs before) their first working day of the week with proof of result to be uploaded into PeopleTray.

Following a non-negative RAT result contact your Manager by phone and follow the current WA Government directives.

If feeling unwell with COVID-19-like symptoms at any time, isolate and undertake a RAT screening immediately. Pending test result, follow procedure above.

All visitors to utilise Service WA App Check-in when entering office.

Perth-Based Isolation

Perth-based MGV employees are to follow the current WA Government directives and self-isolate and take a RAT if they are classified as a close contact, been directed by the WA Government to isolate or if they are experiencing flu-like symptoms. If unsure, contact your Manager.

Review

This plan is to be reviewed annually or sooner as required.

For further information go to:

The WA Government Pandemic Plan has been recently updated. The update includes social distancing measures, including cancellation or postponing of large gatherings and temporary public closures.

<https://www.wa.gov.au/government/publications/western-australian-government-pandemic-plan>

Australian Government

<https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/government-response-to-the-covid-19-outbreak>

Western Australia Government

<https://www.wa.gov.au/organisation/department-of-the-premier-and-cabinet/coronavirus-covid-19-latest-updates>

www.healthywa.wa.gov.au/ratregister

www.healthywa.wa.gov.au

[Service WA phone app](#)

COVID-19 Tracking Dashboard

<https://www.arcgis.com/apps/opsdashboard/index.html#/bda7594740fd40299423467b48e9ecf6>

Date	7 February 2022
Latest review date	23 February 2022