

	<b>SAFFETY BREACH - MINOR</b>	<b>SAFETY BREACH - SERIOUS</b>	<b>SAFETY BREACH - HIGH</b>
<b>CONSEQUENCE</b>	<b>1<sup>st</sup> Offence - Verbal Warning</b> <b>2<sup>nd</sup> Offence - 1st Warning</b> <b>3<sup>rd</sup> Offence - Final Warning</b> <b>Repeat Offence - Dismissal</b>	<b>Removal from site and Final Warning</b> <b>Repeat Offence - Dismissal</b>	<b>Dismissal</b>
<b>BREACH DESCRIPTION</b>	<ul style="list-style-type: none"> <li>• Failure to wear correct PPE</li> <li>• Failure to leave site in safe manner</li> <li>• Failure to follow company procedures</li> <li>• Failure to complete Take 5 (when required)</li> <li>• Failure to work off minimum three boards when erecting or dismantling scaffold</li> <li>• Failure to report a hazard that has the potential to cause harm or property damage</li> <li>• Non-compliance with task specific work instructions</li> <li>• Not stacking materials in acceptable manner</li> </ul>	<ul style="list-style-type: none"> <li>• Not following site specific or Caledonia's safety procedures</li> <li>• Repeat offences</li> <li>• Using plant or equipment without appropriate certification</li> <li>• Misuse of company plant or vehicles</li> <li>• Failure to present to shift fit for work</li> <li>• Failure to follow steps outlined in Job Safety Analysis or Risk Assessment</li> <li>• Failure to use safeguards when operating plant or equipment i.e. seatbelts on forklift or harness on elevated work platform</li> <li>• Failure to follow supervisor or team leader's directions</li> <li>• Perform work without appropriate high-risk licence</li> </ul>	<ul style="list-style-type: none"> <li>• Failure to follow site specific or Caledonia's safety procedures that could lead to a significant injury occurring</li> <li>• Failure to follow instruction or direction that could lead to a significant injury occurring</li> <li>• Repeat offences</li> <li>• Blatantly put yourself or others in danger</li> <li>• Criminal activities in the workplace</li> <li>• Under the influence of drugs or alcohol</li> <li>• Serious breach of OHS legislation</li> <li>• Aggressive or violent behaviour towards others</li> <li>• Tampering with safety or company equipment</li> <li>• Submit false or misleading incident /accident report or workers compensation claim</li> </ul>