GRANGE
RESOURCES

GMS – Risk Management Policy

Incorporating Occupational Health and Safety
and Environmental and Social Responsibility Requirements

Version 2 | November 2020

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1 PURPOSE OF THE RISK MANAGEMENT POLICY

Risk is inherent in our business. The reasonable identification and management of risk is central to delivering on the Group's strategic objectives whilst supporting its corporate responsibilities.

To demonstrate our commitment to risk management, we will as far as is reasonably practicable to:

(a) ensure that appropriate principles, policies, strategies, processes and control frameworks for the management of risk have been developed and adhered to;

(b) ensure that a risk profile describing the material risks facing the organisation has been developed, that it has addressed material risks of a financial and non-financial nature and that it is regularly reviewed and updated;

(c) ensure that a system has been established and implemented for identifying, assessing, monitoring and managing material risks throughout the organisation;

(d) assess the effectiveness of the implementation of and compliance within that system;

(e) embedded an appropriate risk management culture in the organisation and that risk management is an integral part of the Group's decision-making process;

(f) assist with the identification and management of work health and safety Risks and Hazards within the workplace;

(g) to inform the consistent identification of Risks and Hazards along with the measures of control;

(h) recognise Grange's commitment to its primary duty of care under work health and safety law;

(i) recognise Grange's commitment to providing a safe and healthy workplace for people at our workplace whose health or safety could be at risk through our work;

(j) direct and guide people at our workplace regarding action considered reasonably practicable to protect health and safety; and

(k)   operate with the law, industrial instruments and other Grange policies and procedures.

2   COVERAGE

This policy (together with the SEMS02-Risk Management Standard) covers all aspects of risk management and associated control systems. The management of enterprise and workplace hazards and associated risks, including hazard identification, risk assessment criteria, risk control measures, risk reviews, training and risk facilitation, and applies to all employees and persons attending the workplace in relation to:

(a)   behaviour at the workplace;

(b)   the performance of work for or in connection with Grange; and

(c)   conduct outside the workplace or working hours if the acts or omissions:

(i)   are likely to cause serious damage to the relationship between Grange, employees, contractors and visitors at the workplace; or

(ii)   are incompatible with a worker's duty to Grange or employment relationship or engagement; or

(iii)   damage or are likely to damage Grange's interests or reputation.

3   REQUIREMENTS

(a)   Persons covered by this policy are required to:

(i)   comply with this policy as lawful and reasonable directions;

(ii)   comply with any applicable law;

(iii)   not directly or indirectly engage in or aid, abet or encourage behaviour in breach of this policy/ law; and

(iv)   meet their duty of care obligations and be accountable for their own safety and the safety of others at the workplace.

(b)   Managers/supervisors are required to:

(i)   promote this policy within their area of responsibility; and

(ii)   take reasonable steps to ensure that any potential breaches of this

policy are identified, taken seriously and acted upon appropriately and where applicable, if acting as officers meet their due diligence obligations.

4 MANAGEMENT OF RISKS AND HAZARDS

a) Grange is committed to health and safety and follows and is guided by the relevant Code of Practices:

through its management of Risks and Hazards.

(a) The required steps for the management of Risks and Hazards are outlined below.

4.2 Step 1: Identify Hazards

The identification of Hazards in the workplace involves identifying what could cause harm to a worker. This may include the physical and psychosocial work environment.

4.3 Step 2: Assess Risks

Assess the Risk by understanding the potential harm or loss that could be caused, how serious the harm or loss could be and the likelihood of it happening.

4.4 Step 3: Control Risks

Implementation of the most effective Control Measure that is reasonably practicable in the circumstances. When deciding how to control the Risk, the hierarchy of Control Measures is applied.

4.5 Step 4: Review of Control Measures

Control Measures will be reviewed by Grange to ensure they are still appropriate and where required a Risk Assessment review will be reviewed or carried out. Circumstances that need to be considered when reviewing the Control Measures may include:

(a) when the Control Measure is not effective or reasonably practicable in controlling the Risk;

(b) before a change to the workplace that is likely to create a new or different Risk exposure that the Control Measures may not effectively control;

(c) if a new Hazard or Risk is identified;

(d)   if the results of consultation indicate that a review is required; or

(e)   if a health and safety representative requests a review.

5   DEFINITIONS

In this Policy:

Control Measure means an action to eliminate or minimise health and safety risks so far as is reasonably practicable.

Hazard means a situation or thing that has the potential to harm a person.

Risk means the possibility that harm (death, injury or illness) might occur when exposed to the Hazard.

Risk Assessment means considering what could happen if someone is exposed to a Hazard and the likelihood of it happening.

6   REFERENCE/ASSOCIATED DOCUMENTS

Document Number	Document Title or Information Source	Location
	Risk Management Standard (Version 3)	http://sharepoint/GMS/SEMS/Elements/02-Risk%20Management/SEMS-02%20Risk%20Management%20Standard.pdf
	Risk Management Procedure (Version 3)	http://sharepoint/GMS/SEMS/Elements/02-Risk%20Management/SEMS-02%20Risk%20Management%20Procedure.pdf
	Risk Management Assessment	http://sharepoint/GMS/SEMS/Elements/02-Risk%20Management/SEMS-02%20Risk%20Management%20Assessment%20Guideline.pdf

	Guideline	

7   DOCUMENT CONTROL

Version	Date	Description	Author	Approved
1.0		Original Policy		
2.0	24/11/2020	Policy reviewed and expanded	Russell Wescombe	