KARARA MINING LIMITED

Karara Mining Limited

Scope of Work for the Supply of Port Dozing Services

13th October 2026

SYNOPSIS

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0920-T2--SOW-0001 - SCOPE OF WORK FOR THE SUPPLY OF PORT DOZING SERVICES

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1 INTRODUCTION

Karara Mining Limited (KML or Principal or Company) owns the Karara Export Terminal (KET) facilities located at the Port of Geraldton in Western Australia. The Terminal is operated by Karara Port Services (KPS or Principal or Company) on behalf of Karara Mining Limited.

The KET facilities include a 297-metre-long Storage Handling Shed, in which the Company stores products including but not limited to Hematite DSO and Magnetite Concentrate products. The shed has the capacity to store 220,000 tonnes of material over 27 unloading bays. The product is then ship loaded directly from the shed by dozing material onto a ship loading conveyor system via 3 belt feeders. The dedicated location of unloaded product is determined in correlation between the Storage Shed Supervisor or delegate and the KET Operations Supervisor. This is to maximize ship loading performance rates and the blending of product grade.

There are two separate process circuits at the KET:

1. **In-loading** – Stockpile management of product conveying system to the storage shed facility, which unloads to the stockpiles by way of an overhead automated moving tripper system.
2. **Out-loading** - Dozer reclaim and material feed into the product conveying system to the Berth 7 shiploader, via a sample station within the outloading system.

In order to complete ship loading and stockpile maintenance activities, the Contractor shall undertake dozing operations at the Company's shed facility, located at the Company Site.

Both in-loading and out-loading circuits are designed for the movement of iron ore products safely and efficiently at a nominal capacity of ~5,000 tph with all equipment controlled by the Plant Control System (PCS).

2 GLOSSARY

Wherever the words “Company, Principal, Purchaser or Buyer” are used, it shall mean Karara Mining Limited and/or Karara Port Services Pty Ltd (as the context requires).

Wherever the words “Contractor, Supplier” are used it shall mean the person so named in the Contract (and its successors and permitted assigns).

Wherever the words “Company’s Representative, Purchaser’s Representative or Buyer’s Representative” are used, it shall mean the person so named in the Contract (and includes his or her successors and replacements from time to time).

Term	Definition
Authorities	Any statutory, public, municipal, governmental or administrative department, commission, authority, agency or entity with jurisdiction in connection with the WUC.
CDRL	Contractor Data and Document Requirements List.
COP	Code of Practice
Company’s Facility or Site	Includes KET and the Port Site and any place or location where the Contractor is performing the Services or carrying out the WUC.
Company’s Requirements	Has the meaning ascribed to it in the Contract
Company’s Representative’s nominee	Means an individual or individuals appointed in writing by the Company’s Representative under the Contract.
Contract	The agreement between the Company and the Contractor to which this Scope of Work pertains.
CRAW	Critical Risk Assessment Worksheet
DSO	Direct Shipping Ore
DWT	Dead Weight Tonnes
Execution Date	Means the date on which the Formal Instrument of Agreement is signed by the Company.
Equipment	Means the goods (if any) to be supplied or supplied by the Supplier.
EOM	End of Month
HAZOP	Hazard and Operability Review.
HSEC	Health, Safety, Environment and Community.
KET	Karara Export Terminal
KML	Karara Mining Limited
KPS	Karara Port Services

Term	Definition
MISC	Maritime Security Identification Card
MWPA	Midwest Port Authority
Port Site	Geraldton Port – Berth 7
RPL	Recognition of Prior Learning
Services	Means the services (if any) to be supplied or supplied by the Supplier under the Contract including all ancillary or related services necessary for the supply of the Services.
SDRL	Supplier Data and Document Requirements List.
SoW	Scope of Work.
Supplementary Requirements	Specifications, standards, regulations and codes of practice set out at Section 4 of this SoW
SWP	Safe Work Procedure
Tenderer	Means a person who lodges a tender for the Work.
VOC	Verification of Competence
VSD	Variable Speed Drive
Work or works	Includes the supply of Equipment and/or Goods and/or Services
WUC	Means the whole of the Work to be carried out under the Contract.

TABLE 1 – Key Terms

3 SCOPE OF WORK

3.1 Work Included

The Contractor shall:

- Provide sufficient labour, equipment and resources to perform all Services within the limits of the Scope

Note: *The Principal shall provide management of the operation of the shed facility as required by Laws, Regulations, Standards, Codes and other relevant statutory authority requirements and the Principal's policies, procedures, plans and standards, as amended from time to time;*

- Prepare, maintain and make available, in accordance with accounting principles generally accepted in Australia, complete documentation relating to the Services;

- Provide all materials, consumables, tools, equipment, documentation, labour, supervision, workshop and all other services necessary for the site preparation and support for the planned general dozing and product handling works as required for the duration of the contracted Services;

3.2 Work

This Scope of Work includes a general outline of the requirements of the Services required to be supplied by the Contractor under the Contract.

In addition to the above it is the Contractor's responsibility to provide all personnel, equipment and services required to complete this WUC.

The specific exclusions detailed below will be provided by the Company:

- Water, from the Company's water storage facilities in accordance with Karara's procedures;
- Survey; pertaining to the volume of Iron Ore within the storage shed at various times of the month inclusive of end of month survey (EOM).
- Area for the park up of plant; Located at the northern end of the storage shed immediately adjacent to the north access roller door.
- Plant & Equipment wash down pad and associated infrastructure; immediately outside north access roller door and inclusive of bunded oil water separator facility.
- Toilet facilities.
- Crib room and office facilities.
- All power facilities including area lighting.

4 HEALTH SAFETY AND ENVIRONMENT MANAGEMENT

All work must comply with the requirements of document CORP-HS-PLN-1001 Occupational Health and Safety Management Plan and document CORP-EN-PLN-1020 Environmental Management Plan.

The Contractor shall prepare Contract Specific Health Safety and Environment Management Plan information that aligns with Company requirements prior to mobilisation to the Company's Facility.

Workplace Compliance:

- The Contractor shall develop and implement an auditable Safety Management System (SMS) i.e. Procedures, Standards, Policies and Practices to comply with the requirements of Laws, Regulations, Standards, Codes and other relevant statutory authority requirements in relation to all of the Contractor's activities performed under the Contract at the Karara Export Terminal and shall provide this information to the Principal or the Company Representative prior to mobilisation and upon request during the term of the Contract.
- The Contractor shall ensure the Contractor's Employees and personnel are competent in Assessment Requirements for RIIMPO308F Conduct Tracked Dozer Operations in accordance with the requirements outlined within the Australian Government Training system or equivalent.

  Note: In the instance that the Contractor proposes an alternative equivalent system, it shall be incumbent on the Contractor to provide independent evidence of compliance against the listed Unit of Competence.

The Contractor shall carry out all work in a safe and professional manner and in accordance with the Mines Safety and Inspection Act and the Regulations thereto as amended, in addition to the requirements of the Safety Management System approved by the Company.

The Contractor shall:

- Provide and maintain guarding, fencing, danger signs and other items necessary to ensure the safety of all personnel, plant and equipment engaged to the Site from hazards associated with the Contractor's operations and the WUC. At all times, access ways must be kept clear of objects or obstructions which could cause injury to personnel or damage to equipment and plant.
- Provide and maintain all temporary facilities supplying water, power and compressed air which are to be regularly inspected and maintained at the required frequency as stated by the manufacturer and / or the Health, Safety, Environment and Community Management Plan(s) HSECMP as specified in **Section 7.1** below.
- Conduct and present to the Company for approval a formal risk assessment (CRAW) pertaining to the Contractor's Operations and ensure:
    - The Contractors Employees are familiar with the requirements of the Risk Assessment whilst carrying out works at the Company's Facility.

- The Risk Assessment is maintained in an up-to-date format and is reviewed at intervals of not more than 12 Months, which shall be presented for review and approval to the Company Representative.

- Ensure that all personnel (including any subcontractors and agents (where applicable)) have the following:
  - Current Midwest Port Authority **(MWPA)** Maritime Security Identification Card (**MSIC**);
  - All current KML Inductions, compliance and use of safety management tools (inclusive of CRAWS, JHAs, Plant inspections, Safe Act Observations & Take 5 Training) as described in KML Procedures, Standards and Specifications
  - Appropriate VOC classification for the machinery or equipment they are operating.
  - Competence and Capacity to work in compliance with the Contractor's Safety Management Plan (except where the Company's Safety Management Plan takes precedence, whereby the Contractor shall ensure Competence and Capacity to the higher standard).

- Hold monthly toolbox meetings that shall be attended by all Contractor's site personnel, contractors, and subcontractors and as required by the KML Company Representative or Delegate. Key issues discussed shall be recorded and a copy sent to KML Company Representative or Delegate.

- Attend and participate in daily KML PSI meetings at the start of each shift. These shall be attended by all Contractor's site personnel, contractors, and subcontractors and as required by the KML Company Representative or Delegate. Participate in a quarterly KPI meeting with KML and any KML Consultants as directed by KML's Representative or Delegate.

- Prepare JHA's (Job Hazard Analysis) for specific tasks as required by KML safety requirements or as instructed by KML Company Representative or Delegate; and

- Personnel must satisfy and possess the requirements outlined below prior to undertaking operation of equipment at Karara Export Terminal (**KET**) Storage Shed or Company's Facility:
  - Satisfy Pre-Employment medical requirements including a negative Drug and Alcohol screen
  - Complete Contractors Site Specific induction (Site Based induction)
  - KML Port Specific Induction
  - Completion of training log with 280 hours of direct and indirect practical training and experience for a trainee operator and 60 hours for an experienced operator

  Note: In the instance of experienced operator RPL (Recognition of Prior Learning) information shall be supplied and verified prior to authorisation for the contractors employee to work unsupervised

  - Deemed competent to operate by a Certificate IV Accredited Trainer and Assessor
  - Read and demonstrate understanding of the safe operating procedures on the machine they are employed to operate

5 SITE SUPERVISION AND MANAGEMENT

The Contractor shall maintain at all times an organization structure indicating all supervisory personnel and key personnel which shall be submitted to the Company for approval prior to mobilisation to site and then annually for review. The Contractor shall propose a Project Supervisor who will be accountable for the works and be the central point of contact for the KML Company Representative or Delegate; however, the Company shall maintain the right of refusal of the Contractors nominated Project Supervisor at the Companies discretion.

This structure shall include provision for the full supervision of the work on a day to day, shift by shift basis by a competent Supervisor experienced in this type of work (1 per crew) who shall as a minimum hold Section 26A of the Work, Health and Safety Regulation 2022 competency.

The Project Supervisor shall be a competent professional with at least 5 years' experience in:

1) Supervising Dozer Operations in a similar production loading environment, with;

2) Significant understanding of such types of stockpiling and product loading processes of bulk cargo, and;

3) Mobile Plant maintenance services, including planning, scheduling and record keeping relevant to Heavy Machinery maintenance.

5.1 Battery Limits

The battery limits for this scope of work are defined in the attachment to this SOW.

5.2 General Description of Work Included Operations

The Contractor shall:

a) Where applicable, supply, install and maintain all temporary safety equipment and materials for the protection of the works and people for the duration of the works on the Company's Facility in accordance with the Mines Safety and Inspection Act and Regulations and KML Safety Requirements;

b) If applicable, prepare and update on a regular basis, a Traffic Management Plan for the Contractor's areas of responsibility. This shall include, but not be limited to, erection and maintenance of all road traffic signs, radio call up points, restricted entry areas etc. to ensure safe works;

c) The Contractor shall plan manning and equipment hours to make efficient use of machinery whilst also limiting the fatigue of workers. The Code of Practice for Working Hours WA and Work Safe guidelines shall be used as a guide to work hours, breaks between shifts, fatigue management processes and KML work requirements shall be adhered to;

Note: The Contractor shall ensure the utilised roster does not contravene the requirements of various laws, regulations, and acts and shall align to Company standards regarding Residential Rosters.

d) Plan all works pertaining to the contract in close consultation with the KML Company Representative or Delegate so that labour and equipment utilisation is used cost effectively and consistent with Company requirements;

e) Liaise with the KML Company Representative or Delegate to ensure stockpiles are correctly managed. Stockpiles that are required to be relocated due to poor planning by the Contractor shall be relocated to a suitable location at the Contractor's expense; and

f) Be responsible for the protection of all existing services and structures identified by KML in the work area. Any damage to known services and Structures caused by the Contractor shall be repaired at the Contractors expense.

g) Undertake planning activities for the required works; i.e. Push Plan information shall be prepared and authorised at the commencement of ship loading operations for the stockpile movement.

h) Implement, maintain and update as necessary an approved Quality Plan and system that meets or exceeds the requirements of the Company's Quality Plan.

i) Attend daily PSI meetings facilitated by the KML Company Representative or Delegate.

j) Provide monthly reports in a format approved by the KML Company Representative in accordance with the Contract.

k) Provide weekly reports on safety, manpower, plant and equipment in a format approved by the KML Company Representative.

l) Obtain and maintain all statutory and other approvals, licenses and certificates as required, that are relevant to the Contractor's SOW.

m) Although the Contractor may not require onsite admin support, the Contractor will supply and maintain modern communication and office equipment for its office and personnel to ensure that its personnel can manage and report the Works in an efficient manner.

n) The Contractor will plan the execution of its works in a manner that takes into account the access requirements of other Contractors engaged on the Site in such a manner that it is in cooperation with and will cause the least amount of interference to the activities of other trades and Contractors at all times.

o) The Contractor shall develop a Materials Management Plan for materials to be supplied by the Contractor. The Contractor's plan shall detail the process, steps and resources to be followed and allocated in order to successfully manage the supply of materials by the Contractor. The Plan shall detail from material take off through to incorporation of the materials into the Works. The Contractor's plan shall be submitted to the KML Company Representative within 1 week after award of Contract and prior to mobilisation to the Company's Facility.

While discussions on the job with KML personnel are highly encouraged, such discussions shall not be or be deemed to be an approval for carrying out any job outside those described in this Scope of Work or otherwise authorised by KML Company Representative or Delegate. Any work carried out outside of this Scope of Work and without the prior written approval by the KML Company Representative shall be at the full responsibility and cost of the Contractor. Where such works are deemed to be unsatisfactory, the KML Company Representative may instruct the Contractor to remove or rectify at the Contractor's expense.

Additional general work under this Contract includes, but is not limited to:

work under this Contract includes, but is not limited to:

a) The supply of all materials unless noted elsewhere as free issue ('Excluded'), labour, tools, construction equipment, transport, fuels and consumables necessary for carrying out The Services.

b) The Contractor shall allow for establishment on Site. This shall include, but not necessarily be limited to all necessary costs involved in mobilisation, demobilisation and on-going costs.

c) The transport to Site of all plant, Contractor amenities, equipment, materials, consumables, store facilities, site office, crib rooms, workshops and hydrocarbon storage necessary for the Contractor to complete the Works.

d) Mobilisation of the Contractor's personnel to the Project Site.

e) The Contractor shall provide a site induction to all its personnel employed on the Project and allow for attendance of all its personnel for the Company's site inductions and training.

f) Supply of personnel protective equipment (PPE) for the Contractor's personnel engaged on the Site.

g) The Contractor may nominate its preferred size of the area for its temporary site facilities, including storage areas. However, the ultimate size of the area allocated to the Contractor of this purpose is at the sole discretion of the KML Company Representative.

h) The KML Company Representative shall make available a cleared and compacted area to the Contractor for its temporary site facilities and storage of materials. Supply and installation of security fencing will be the responsibility of the Contractor.

i) Compressed air, water and electricity will not be guaranteed to the Contractor by the Company. The Contractor will be responsible and therefore shall provide all necessary plant, fittings, tools, distribution panels and the like to supply these utilities for its own use.

j) Receiving and inspecting of Company and Contractor supplied items from delivery truck. Unloading and storage of free issue materials in accordance with the supplier's recommendations.

k) Preparation, management and operation of an onsite secure storage facilities to receive, handle and store all Company and Contractor supplied items required to complete the Works.

l) Upon receipt of free issue materials, the Contractor shall be responsible for the security of the materials. Any loss or damage to the free issued materials following receipt shall be for the Contractor's account.

m) Provide materials as required to protect equipment from the elements and damage of any kind whatsoever, such as impact, fire and the like by both the Contractor's personnel and that of others during the execution of the Works.

n) Supply and erection of all temporary guards, barriers, and handrails required for the execution of the Works.

o) Assembly and installation of mechanical equipment related to the contractors' workshop, plant and equipment.

p) Transport and removal of all Contractor owned items used or stored on site during the Contract.

q) The Contractor shall provide a provisional sum for restoration of the Contractor's Yard site after completion of the Contract.

r) The Contractor shall maintain environmental and housekeeping standards within the Contractors Yard during the duration of the Contract at the cost of the Contractor.

s) Regular clean-up of the work areas in accordance with the Health, Safety, Environment and Community Management Plan(s) (HSECMP) and / or as directed by the KML Company Representative or Delegate. The Contractor shall also conduct a final clean-up of the work areas upon completion of the Works.

t) Segregation and disposal of all general waste materials on site as directed by the KML Company Representative or Delegate.

u) Removal from site of all tyres, hydrocarbon and hazardous waste, including used or surplus chemicals, used chemical and hydrocarbon containers.

v) Provision of necessary spares and other equipment to facilitate the efficient repair and maintenance of the machines to compliment Company requirements.

5.3 Specific Description of Work Included

The nature of this project will involve multiple dozing activities with work being labelled either

i) Outloading - Above ground level feeders Loading (Outloading Circuit), or

ii) Inloading - Stockpile Management of Product in Shed

5.3.1 Outloading - Above ground level feeder loading (Outloading Circuit)

The Contractor will be required to provide sufficient resources on a 24 hour a day basis to perform stockpiling and ship loading operations as required to meet the Companies expected utilisation and other performance targets. Once commenced, dozing and loading of a ship will continue until the ship is loaded, or until the Company instructs the Contractor to cease dozing, whichever is the sooner. The Company envisages loading various bulk carrier vessels from Panamax to Post Panamax inclusive with up to a DWT classification of 115000 tonnes, subject to change from time to time.

5.3.2 Inloading - Stockpile Management of Product in Shed

The Contractor will be required to provide sufficient resources on a 24 hour a day basis to perform stockpiling and ship loading operations as required to meet the company's expected utilisation and other performance targets. When Inloading; CV704 is an automated VSD driven tripper conveyor that discharges product into the shed via the travelling tripper chute. The conveyor continuously operates at full speed, with the VSD only varying the speed during starting and stopping.

The tripper discharge creates stockpiles within the shed by maintaining a stationary position until the stockpile reaches a pre-determined height as measured by the two-level transmitters mounted on the tripper discharge chute at which time the tripper may move automatically to allow continuous inloading operations.

When the stockpile reaches the desired height, the tripper moves automatically in a north to south direction within predetermined limits. If the stockpile reaches a software adjustable high-high level setting, an alarm will sound and an Inloading stop sequence will be initiated in the instance of the tripper moving from one stockpile to another. The tripper may be activated to a 'Live loading' mode where the tripper will be locked into a predesignated bay location which will enable direct loading to the vessel from the inloading circuit via dozing. In normal inloading operations the tripper will be enabled via PCS to continuously unload in a north – south direction during a train unloading event.

The Company will work with the Contractor and provide a guide as to train arrival times, to allow the Contractor to resource accordingly. The Contractor shall source and install the appropriate equipment to ensure that the shed floor RL is maintained at all times. All stockpile management work shall be managed to ensure that there is no cross contamination of products, and that the agreed physical separation of stockpiles is maintained, i.e. one bay between stockpiles of differing material or grades.

All High-Risk activities carried out within the contractor area shall be completed under a specific risk assessment which needs to be reviewed & approved prior to the work commencing. This work includes undertaking inloading and outloading activities simultaneously from the same stockpile (live loading), high risk maintenance works and abnormal machine activities outside of approved operations.

At the commencement of each ship that is to be loaded, the ship loading SWP must be reviewed. All personnel involved in shed operations shall read, understand and sign the ship loading SWP at the PSI meeting. Operators are to ensure that the work area is set up and handed over to the incoming shift in an operable and safe condition, ensuring the below tasks are completed before end of shift; **(SEE FIGURE 1)**

1. stockpiles are set up for efficient dozing to the feeder
2. ramps to feeder are pushed
3. stockpile is rolled over.
4. stockpile access ramps are maintained
5. any relevant information is communicated.

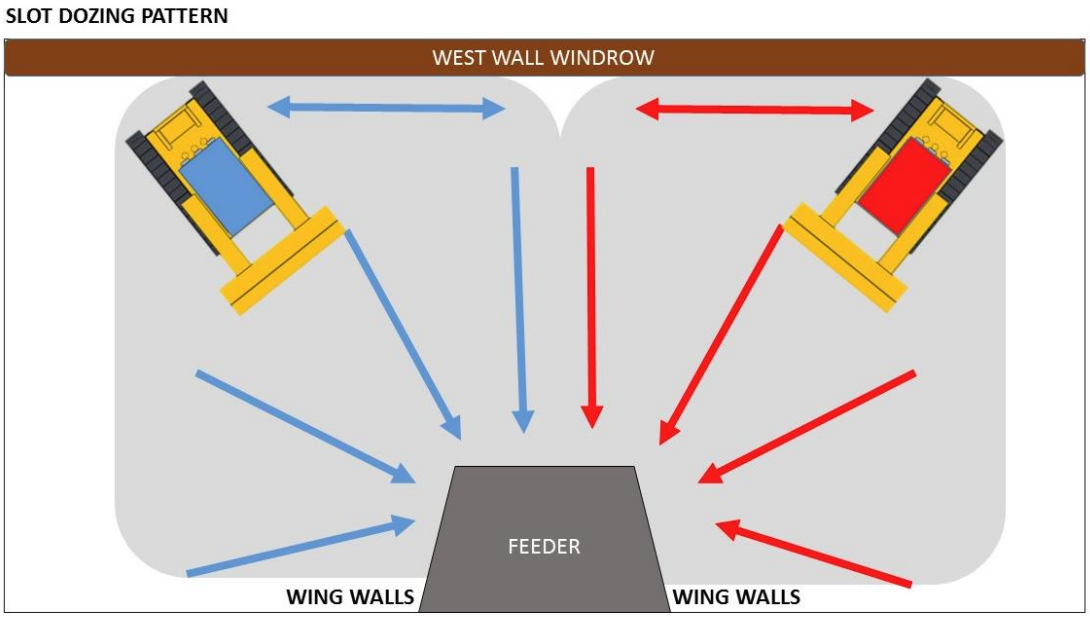


FIGURE 1 – Dozer Trap Schematic

Three Iron ore products (Magnetite Concentrate, DSO Lump and DSO Fines) may be poured from a conveyor belt system to the middle of the shed in stockpiles riling towards the western and eastern walls. Each product when in use shall have a specifically designated feeder i.e. (DSO at the South end of the shed, magnetite in both the middle and north end of shed). The operator(s) will push stockpiles of ore into the feeders' using bulldozers, with assistance from ancillary equipment including an Excavator.

Note: A clearance zone of 2m shall be maintained when pushing into feeders with Dozers and a minimum windrow of 3m (width) x 1.5m (height) shall be maintained when reversing in close proximity to concrete barrier walls.

Whenever pushing up material to either regain bay capacity or to widen the pad area for inloading purposes the contractor shall stop pushing out and notify the Company.

Note: Under no circumstances shall material be pushed onto the non-load bearing walls within the shed.

Note: At no time shall a dozer work on a live lump stockpile. Should operations for ship loading and or stockpiling purposes be required on a live stockpile containing fines or mag only, a specific risk assessment needs to be completed, reviewed and approved.

5.4 Detailed Description of Scope of Work

5.4.1 Contractor's Plant & Equipment

The Contractor (in agreement with the Company) will mobilize the following plant and equipment to Company Site for the purposes of performing the Services:

Primary

- 2 x current model dozers（CAT D11 or similar）the odometer must be within 10,000 hours or has just completed one major overhaul cycle with capacity to push at an individual rate of 2,500 tonnes per hour maximum and an average rate of 1,875 tonnes per hour per machine in material with a Bulk Density of 2.55 tonnes per cubic metre.

- Each Dozer shall be fitted with:

    - a counterweight system in replacement of the ripper box and bar system
    - a wide blade system blade suitable for operation in Magnetite Iron Ore Concentrate
    - Wide track systems suitable for operations in high moisture content material, including solid master link pin.
    - Communications system compatible to the Companies private UHF radio communications system
    - Machine lighting system to allow for operations in a dark environment.
    - Scrubber system to prevent/mitigate release of diesel particulates to the shed environment
    - Gas and infrastructure warning devices.
    - Lean Burn or other fuel saving technology

Secondary

Support Equipment

- **Cat 330 Excavator** or equivalent
- **Cat D10 Dozer** or equivalent
- **Diesel Bulk Tank** - Approved tank that meets statutory requirements

5.4.2 Plant and Equipment Specifications

Mobile equipment for pushing of Products shall be maintained to company/ OEM specification and follow all site pre-mobilisation plant procedures. All plant available may be required in any combination to meet ship loading as production levels fluctuate.

The Contractor warrants that onsite services and facilities are sufficient to undertake daily servicing in order to keep the dozers and other support equipment operational. If these onsite services and facilities prove insufficient for this task, the Contractor will mobilize additional resources at its own cost.

In the instance that the Contractor is unable to meet the design rate of 2,500 tonnes per hour maximum, and an average rate of 1,875 tonnes per hour per machine during the life of the Contract, the Contractor will mobilise additional machines to meet the design rate at the Contractors cost.

No plant or equipment will be mobilized or demobilized to/from the Company Site without the prior approval of the Company.

5.4.3 Plant and Equipment Reliability

a) The contractor shall maintain their plant and equipment to enable the availability percentage of 100% for all planned ship loading activity and shall ensure machine maintenance compliments a target of 90% utilisation of availability whilst ship loading is active.

b) A detailed monthly maintenance plan shall be supplied to the Company detailing planned corrective and preventative maintenance activities are scheduled and performed to fully utilise operations downtime for maintenance purposes.

c) The contractor shall supply a detailed Failure Mode Analysis (FMECA) Report to the relevant Company for all major unplanned plant equipment break downs.

d) The Contractor shall provide evidence of maintenance system compliance including condition monitoring information as requested by the company from time to time and in the body of detailed monthly report.

5.4.4 Movement of heavy equipment at KET ore Storage Shed

Machine movement outside of the normal operations area and requirements specified within this scope of work must be authorised by the Company Representative or Delegate.

The Contractor shall ensure that:

a) The path of travel for the machine to be moved is clear, and that a risk assessment including the need for a spotter and relevant supporting permits/permissions are authorised prior to the movement of the machine commencing.

b) Ensure all critical items are functioning by completing a Pre-Start Check, note any defects and report to the Contractor Supervisor,

c) If at any stage the Contractor is uncertain or unsatisfied with the machine movement process, the Contractor Supervisor shall seek guidance and information from the Company Representative or Delegate for further direction.

6 SCHEDULES

6.1 Manning Schedule

The Contractor shall provide a manning schedule showing planned resources required to execute the works which shall be compliant with clause 5.2 c) of this scope of work and the Code of Practice for Fatigue Management in WA. Differentiation shall be made between Field personnel, Office Personnel and others. The Contractor's Personnel will be made available for call outs and ad hoc Services from time to time as required by the Company.

The Contractor warrants the manning schedule detailed will be sufficient to provide operational coverage for The Services.

Suggested Labour Requirements includes, but is not limited to:

- 1 X Project Supervisor (because of the safety required)
- 1 X Shift Supervisor (per crew)
- 1 X Experienced Operators (per crew)

6.2 Procedures, Standards and Specifications

The scope of work shall be executed in accordance with the following documents but not limited to the following documents:

Document No.	**Title**
CORP-AD-FRM-1046	SITE ENTRY REQUEST FORM
CORP-GE-SPC-1002	PACKING, MARKING AND DOCUMENTATION INSTRUCTION
CORP-EN-PLN-1013	ENVIRONMENTAL WASTE MANAGEMENT PLAN
CORP-HS-PLN-1008	TRAFFIC MANAGEMENT PLAN
CORP-HS-PRO-1008	MOBILE PLANT, EQUIPMENT AND LIGHT VEHICLE PROCEDURE
CORP-HS-POL-1001	KARARA HEALTH & SAFETY POLICY
CORP-HS-PRO-1022	SITE ENTRY PROCEDURE
CORP-HS-PRO-2151	FATIGUE MANAGEMENT PROCEDURE
CORP-HS-PLN-1011	HEALTH, SAFETY & TRAINING PRE-MOBILISATION REQUIREMENTS
CORP-HS-PLN-1003	EMERGENCY RESPONSE PLAN
CORP-HS-PLN-1001	MINE SAFETY MANAGEMENT SYSTEM
CORP-EN-PRO-1004	APPROVAL REQUESTS AND GROUND DISTURBANCE

CORP-EN-PRO-1002	ENVIRONMENTAL PROCEDURE - LAND REHABILITATION
1000-HS-STD-1042	STORAGE AND USE OF HAZARDOUS SUBSTANCES STANDARD
CORP-EN-PLN-1020	ENVIRONMENTAL MANAGEMENT PLAN
CORP-EN-PLN-1010	ENVIRONMENTAL PLAN - DUST MANAGEMENT PLAN
CORP-EN-PLN-1008	FAUNA MANAGEMENT PLAN
CORP-CI-SPC-1001	MINE SITE EARTHWORK AND ROADWORK SPECIFICATION
CORP-QA-SPC-1003	CONTRACTOR QUALITY REQUIREMENTS SPECIFICATION
1000-PC-SPC-1002	CONTRACTOR PROGRESS REPORTING AND PLANNING
CORP-AD-FRM-1050	PERSONNEL COMPLIANCE VERIFICATION FORM
CORP-EN-FRM-1009	VEHICLE AND MOBILE EQUIPMENT WEED INSPECTION FORM
1000-HS-FRM-1053	MOBILE PLANT, EQUIPMENT AND LIGHT VEHICLE ACCESS REQUEST, INSPECTION AND RISK ASSESSMENT FORM
CORP-CG-POL-1007	CODE OF CONDUCT & BUSINESS ETHICS
CORP-HS-POL-1032	KML CONTRACTOR HSEQ GUIDELINES

7 DOCUMENTATION AND REPORTING

The Contractor shall furnish all data as required by the **CORP-QA-SPC-1003 CONTRACTOR QUALITY REQUIREMENTS SPECIFICATIO**N, and **1000-PC-SPC-1002 CONTRACTOR PROGRESS REPORTING AND PLANNING SPECIFICATION**. The format of the documentation shall comply with the requirements of this specification.

7.1 Contractor Requirements

Without limiting the Contractor's statutory obligations, the Contractor shall comply with the following minimum requirements:

1. Provision of approved Contractors Project Health and Safety Management Plan and risk assessment;
2. Provision of approved Sub-Contractors Project Health and Safety Management Plan;
3. All Employee details, as per next section;
4. Provision of personal protective equipment (PPE);
5. Permitting of vehicles/equipment for access to site. Plant and Equipment inspections;
6. Participation in safety meetings. Holding of pre-start and toolbox meetings;
7. Providing all necessary safe work equipment, and establishing all safe work methods necessary to carry out the works;
8. Obtaining all necessary work permits prior to commencement of the relevant Work activity (e.g. Ground disturbance permits);
9. Provision of signage and hard barricading to work area's as appropriate;
10. Maintaining safe and secure storage of any potentially harmful substances;
11. Controlling dust and wind-borne material emanating from the Site as a result of The Works;
12. Maintaining sufficient illumination if ambient lighting is not sufficient;
13. Reinstating any excavations or other site civils so as to leave the Contractors designated area in a safe condition;
14. Maintaining sufficient communication and liaison with the Company's Representative and other contractors on the Site, to ensure The Works are coordinated and undertaken to maintain safety of all persons on the Site within the Contractors area of control.

15. Submission to the Company's Representative of HSEC statistics and reports as required.

7.1.1 Personnel Inductions

The Contractor shall ensure that any person involved in The Works entering the Site has received and successfully passed the Company's induction program.

The Contractor shall ensure all personnel have appropriate certificates of competency for work performed, such as operation of drilling rigs. The Contractor shall provide a copy of the following information for each person involved in the project, in a form acceptable to the Company:

1. Personal details;
2. Driver's license details;
3. Induction records / certificates;
4. Medical examination results, including Drug & Alcohol screens as required;
5. Certificates of Competency / Training.

7.2 Environmental Management

The KML document number **CORP-EN-PLN-10020** provides the basis for an Environmental Management Plan (**EMP**) to minimize and manage the environmental impacts of the project through its construction phase.

Compliance with the requirements of this EMP are mandatory for all personnel and contractors on any worksite forming part of The Services.

7.2.1 Ground Disturbance Procedure

No work is permitted until a Ground Disturbance Permit has been issued for each work area, in accordance with the Environmental Procedure **CORP-EN-PRO-1004 Approvals Requests and Ground Disturbance**. All works shall strictly comply with the conditions of the permit. Close liaison is required with the Company HSE Representatives and the Company Surveyors.

Spotters are required during the course of clearing works, to ensure that disturbance boundaries are not being exceeded.

Vegetation and Topsoil shall be stockpiled at locations approved by the Company's Representative on site.

7.2.2 Dust Control

The Contractor will be responsible for dust control in accordance with document **CORP-EN-PLN-1010 Environmental Plan – Dust Management Plan**.

8 QUALITY ASSURANCE AND TESTING

The Contractor shall be responsible for all quality management activities necessary to assure that the Work meets the project requirements, including the activities of subcontractors and vendors.

The Contractor shall establish and maintain a Quality Program that is based on ISO 9001:2008 and complies with Karara Mining Limited requirements.

The Quality Program shall provide systems that ensure activities associated with carrying out the Work are auditable, including the activities of Subcontractors and Vendors.

9 KEY PERFORMANCE INDICATORS

The Key Performance Indicators (KPI's) has been broken down in to separate sections within this Contract, which are:

- Safety Management,
- Environmental Management
- Human Resources Management
- Operations Management

The KPIs will be assessed by the Contractor and the Company at the monthly contract review meetings.

The General Performance Score will be implemented as follows:

1. The assessed General Performance Score will be applied to the Management Performance Rate identified in Section 3 Fees of this Contract with the amount to be claimed in the next monthly progress claim after KPIs assessment.

2. The assessed General Performance Score will be applied to the General Performance Categories table in order to evaluate Contractor's performance under this contract.

The weightings and the calculation are detailed in the table below.

9.1 Key Performance Indicators table

Item	Element and Criteria	Scoring Method	Weighting	Score
1	**Safety Management**		**20%**	**0%**
1.1	All Incidents are reported, investigations are conducted, and actions taken within the terms of KML Site Procedures.	From "1" to "5"	25%	0
1.2	Hazards identified, reported and rectified within 48 hours.	From "1" to "5"	25%	0
1.3	Pre-start safety meetings conducted every shift and safety / Toolbox meetings held Monthly for all Contract Personnel. Meeting minutes are submitted to KML.	From "1" to "5"	25%	0
1.4	No recorded FAI, MTI, LTI during the month.	From "1" to "5"	25%	0
2	**Environmental Management**		**5%**	**0%**
2.1	No recorded Environmental breaches during the Month.	From "1" to "5"	100%	0

3	**Human Resources Management**		**5%**	**0%**
3.1	Competency evidence for each operator up to date.	From "1" to "5"	50%	0
3.2	Maintain a register of employee status, fit for work records, employee turnover / absenteeism.	From "1" to "5"	50%	0
4	**Operations Management**		**70%**	**0%**
4.1	Average Loading Rate maintained for each Ship during the period > 3,250 tonnes per hour or as directed if a lower rate is required +/- 5%	From "1" to "5"	40%	0
4.2	Machine availability maintained above 90% for the period.	From "1" to "5"	20%	0
4.3	Equipment changeout or major repairs completed within 72 hours unless approved by Company Representative.	From "1" to "5"	20%	0
4.4	Stockpile Management and stockpile spillage onto CV720 cleanup carried out to KML satisfaction.	From "1" to "5"	20%	0
General Performance Score			**100%**	**0%**

9.2 Scoring Method table

Scoring Method	
1	Poor
2	Below Average
3	Average
4	Above Average
5	Excellent

9.3 General Performance Categories

General Performance Categories
0 - 20 = Poor
21 - 40 = Below Average
41 - 60 = Average
61 - 80 = Above Average
81 - 100 = Excellent