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GROSVENOR MINE

ELIMINATION OF FATALITIES PLAN 2020

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# ELIMINATION OF FATALITIES END STATES – GROSVENOR

|  |  |  |
| --- | --- | --- |
| **LEADERSHIP** |  | **CARING CULTURE** |
| **End States – Critical to Remain Fatality Free**  Leaders display drive, accountability and passion for safety at all times  Safety leaders coach and influence on an ongoing basis across all levels  Met Coal leaders are acknowledged within the Mining sector for safety innovation and expertise | **End States – Critical to Remain Fatality Free**  Commitment to care for each other all the time  Safety mindset across all aspects of daily life – inside and outside the gate  Constantly monitoring, sharing and improving working conditions |
| **PLANNING AND SCHEDULINGPLANNING AND SCHEDULING** | **RISK AND CHANGE MANAGEMENT** |
| **End States – Critical to Remain Fatality Free**  Robust and challenged plans that encompass whole of mine  Plans and schedules resourced appropriately for level of activity required  Competent and capable supervision of tasks and team members | **End States – Critical to Remain Fatality Free**  Risks are appropriately assessed at all levels  Controls are commensurate with the risk are identified, and are applied, monitored and regularly improved  Critical Controls are established for all high risk activities and suitability of controls are regularly challenged  Change management is integrated into all process |
| **LEARNING ORGANISATION** | **MONITORING AND ASSURANCE** |
| **End States – Critical to Remain Fatality Free**  Proactively seek and implement opportunities for improvement  Sharing is inherent in safety culture  Use of high level control hierarchy is fundamental to approach for managing risk  Benchmarking activities constantly increase performance | **End States – Critical to Remain Fatality Free**  Integrity of controls for high level risk management are maintained 100% Internal and external assurance for critical & high risk hazards is routine  Met Coal appropriately resourced with regulatory compliances embedded |

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 ***Enablon Action Plan – AP.00766189***

# ELIMINATION OF FATALITIES ACTIONS - GROSVENOR

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| **LEADERSHIP** |  | **CARING CULTURE** |
| **2020 Actions**  Integrate key elements from Safety Leadership  Program into How We Rock Up Matters Program  Integrate Living the Values elements into How We Rock Up Matters Program  Embed “Break Through Thinking” process driven from Leadership Team | **2020 Actions**  Plan, communicate and rollout health initiatives to address high risk issues  Utilise 2019 survey data to identify opportunities for improvement of How We Rock Up Matters Program  Embed reward and recognition program focused on discretionary effort and display of values |
| **PLANNING AND SCHEDULINGPLANNING AND SCHEDULING** | **RISK AND CHANGE MANAGEMENT** |
| **2020 Actions**  AAOM in place and operational  Implement solutions to ensure surface activities are monitored and reported digitally (in line with UG standard)  Digitize work orders, statutory reporting, safety documents and integration with UG Tablets | **2020 Actions**  Implement proximity detection technology trials focusing on mobile equipment  Fully embed the change management process at the worker level, including PUE/CC assessment for task changes  Ensure alignment of Critical Controls and associated monitoring activities across Met Coal UG operations |
| **LEARNING ORGANISATION** | **MONITORING AND ASSURANCE** |
| **2020 Actions**  Identify priority SHMS improvement areas and implement corrective action plans accordingly  Implement learning modules to improve organisational skills (e.g. LFI)  Embed revised LFI process to include review of applicable learnings from other Anglo operations and the wider industry | **2020 Actions**  Maximise automation of monitoring activities for Critical Control effectiveness  Implement 5 year audit program for internal and external assurance and regulatory compliance  Embed process to monitor operational control effectiveness for all statutory management plans |

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LEADERSHIP



**End State Goals**

**Actions**

**2020**

Integrate key elements from

Safety Leadership Program

into How We Rock Up

Matters Program

Integrate

Living the Values

elements into How We

Rock Up Matters Program

Embed

“Break Through

Thinking” process

driven

from Leadership Tea

m

Leaders display drive, accountability and passion for safety at all times

Safety leaders coach and influence on an ongoing basis across all levels

Met Coal leaders are acknowledged within the Mining sector for

safety innovation and expertise

*Owner: Kate Bachmann*

*Due Date: 31/12/20*

*Owner: Trent Griffiths*

*Due Date: 31/08/20*

*Owner: Trent Griffiths*

*Due Date: 31/12/20*

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CARING CULTURE



**End State Goals**

**Actions**

**2020**

Plan, communicate and

rollout health initiatives

to

address high risk issues

Utilise 2019 survey data to

identify opportunities for

improvement of How We

Rock Up Matters Program

Embed reward and

recognition program

focused on discretionary

effort and display of values

Safety mindset across all aspects of daily life

–

inside and

outside the gate

Commitment to care for each other all the time

Constantly monitoring, sharing and improving working conditions

*Owner: Kate Bachmann*

*Due Date: 31/12/20*

*Owner: Sandra Thomson*

*Due Date: 31/12/20*

*Owner: Trent Griffiths*

*Due Date: 31/03/20*

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PLANNING AND SCHEDULING



**End State Goals**

**2020**

**Actions**

AAOM in place and

operational

Implement solutions to

ensure surface activities

are monitored and reported

digitally (in line with UG

standard)

Digitize work orders,

statutory reporting, safety

documents and integration

with UG Tablets

Robust and challenged plans that encompass whole of mine

Plans and schedules resourced appropriately for level of activity

required

Competent and capable supervision of tasks and team members

*Owner: Peter Paganoni*

*Due Date: 31/12/20*

*Owner: Gary Needham*

*Due Date: 31/12/20*

*Owner: Rob Nowell*

*Due Date: 31/12/20*

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RISK AND CHANGE MANAGEMENT



**End State Goals**

**2020**

**Actions**



Fully

embed

the

change

management process at

the

worker level

, including

PUE/CC assessment for

task changes

Ensure alignment of Critical

Controls and associated

monitoring activities across

Met Coal UG operations

Risks are appropriately assessed at all levels

Controls are commensurate with the risk are identified, and are

applied, monitored and regularly improved

Critical Controls are established for all high risk activities and

suitability of controls are regularly challenged

Change management is integrated into all process

Implement proximity

detection technology trials

focusing on mobile

equipment

*Owner: Peter Paganoni*

*Due Date: 31/12/20*

*Owner: Wouter Niehaus*

*Due Date: 30/12/20*

*Owner: Wouter Niehaus*

*Due Date: 31/06/20*

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LEARNING ORGANISATION



**End State Goals**

**Actions**

**2020**

Identify priority SHMS

improvement areas and

implement corrective action

plans accordingly

Implement l

earning

modules to improve

organisational skills (

e.g.

LFI, Fatigue

Mgt

, ORM,

Contractor Management)

Proactively seek and implement opportunities for improvement

Sharing is inherent in safety culture

Use of high level control hierarchy is fundamental to approach

for managing risk

Benchmarking activities constantly increase performance

Embed revised LFI process

to include review of

applicable learnings from

other Anglo operations and

the wider industry

*Owner: Kate Bachmann*

*Due Date: 31/12/20*

*Owner: Sandra Thomson*

*Due Date: 31/12/20*

*Owner: Kate Bachmann*

*Due Date: 31/03/20*

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MONITORING AND ASSURANCE



**End State Goals**

**Actions**

**2020**



Maximise automation of

monitoring activities for

Critical Control

effectiveness

Implement 5 year audit

program for internal and

external assurance and

regulatory compliance

Embed process to monitor

operational control

effectiveness for statutory

management plans

Integrity of controls for high level risk management are maintained

100

%

Internal and external assurance is routine

Met Coal appropriately resourced with regulatory compliances

embedded

*Owner: Logan Mohr*

*Due Date: 30/06/20*

*Owner: David Johnson*

*Due Date: 30/06/20*

*Owner: Kate Bachmann*

*Due Date: 31/12/20*