

## Business Preparation

### **BUSINESS PREPARATION FOR BORAL CONTRACTORS**

#### **Vulnerable Workers**

Thank you for supporting Boral's successful efforts to continue to operate and supply our customers throughout the Coronavirus (COVID-19) (**Virus**) pandemic.

As the national response continues to develop, working conditions and practices need to reflect the changing environment.

At Boral Australia we are committed to ensuring the safety of the people we engage to work on our sites.

Numerous measures have been put in place at our sites to ensure physical distancing and good hygiene practices to help limit the spread of the Virus. To help us limit the spread of the Virus, **if any of your workers are experiencing symptoms or feeling unwell, they must not attend a Boral site.** In these circumstances, please ensure that your workers are aware of the requirement to stay home and to inform a Boral Site Supervisor.

In addition to the above steps, for any people who are performing work at our sites and who may be at a higher risk should they contract the Virus (i.e. Vulnerable Workers), additional steps may need to be taken.

You will be aware of the Government's advice regarding Vulnerable Workers and the recent SafeWork Australia Guidance which has been provided to help businesses understand their legal obligations. Under the SafeWork Australia Guidance, every business must do the following:

- **Identify Vulnerable Workers; and**
- **Complete an individual Risk Assessment (for each Vulnerable Worker).**

Boral expects its contractors to comply with all relevant work health and safety laws and discharge their work health and safety obligations with respect to any worker performing work for Boral and/or coming onto a Boral site. This includes the obligations set out in the SafeWork Australia Guidance regarding Vulnerable Workers.

A brief summary of the Vulnerable Worker Guidance is provided below for reference. Full details regarding Vulnerable Workers (and other COVID-19 guidance for businesses) can be found on the SafeWork Australia website: <https://www.safeworkaustralia.gov.au/covid-19-information-workplaces>.

## VULNERABLE WORKERS

You are required to identify your Vulnerable Workers - people who are likely to be at higher risk of serious illness if they are infected with the Virus include (as identified by health.gov.au):

- **Aboriginal and Torres Strait Islander people 50 years and older with one or more chronic medical conditions**
- **People 65 years and older with one or more chronic medical conditions**
- **People 70 years and older**
- **People with compromised immune systems.**

### Chronic Conditions

These conditions increase your risk if you are aged over 65, or if you are an Aboriginal or Torres Strait Islander person aged over 50:

- chronic renal failure
- coronary heart disease
- congestive cardiac failure
- chronic lung disease such as severe asthma, cystic fibrosis, bronchiectasis, suppurative lung disease, chronic obstructive pulmonary disease or chronic emphysema
- poorly controlled diabetes
- poorly controlled hypertension

### Immune System Conditions

You are at increased risk at any age if your immune system is significantly weakened:

- due to haematologic neoplasms such as leukemias, lymphomas and myelodysplastic syndromes
- post-transplant, if you have had a solid organ transplant and are on immunosuppressive therapy
- post-transplant, if you have had a haematopoietic stem cell transplant in the last 24 months or are on treatment for graft versus host disease (GVHD)
- by primary or acquired immunodeficiency including HIV infection
- by having chemotherapy or radiotherapy

You should also identify and carry out Risk Assessments for any of your workers acting as carers for vulnerable people.

## NEXT STEPS - RISK ASSESSMENT & IMPLEMENTATION OF MEASURES

You must complete a formal Risk Assessment for every Vulnerable Worker identified and put in place appropriate control measures to eliminate or reduce their risk of contracting the Virus, as far as reasonably practicable.

When conducting this Risk Assessment for a Vulnerable Worker you must consider:

- the characteristics of the worker
- features of the workplace and
- the nature of the work.

You must consider all available control measures to limit Vulnerable Workers' exposure to the Virus, even if the likelihood of them contracting the Virus may be low.

Please contact your usual Boral contact, or email [carriercovidenquiries@boral.com.au](mailto:carriercovidenquiries@boral.com.au), if you require our assistance putting in place additional control measures for any of your Vulnerable Workers at a Boral site.

Stay safe.

**Gus McLachlan**  
**Executive General Manager, People & Training**