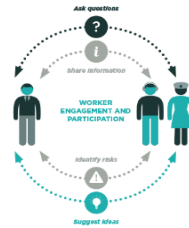




Risk Assessment

Worker Participation AS/NZS ISO
45001:2018 Clause 5.4



Hazards Requiring Attention:

0

AS AT

Sunday, 23 November 2025

Next Review

Monday, 23 November 2026

Total Hazards Recorded

7

Critical Risk Hazards

0

High Risk Hazards

0

Moderate Risk Hazards

4

Low Risk Hazards

3

Risk Matrix - Refer Procedure Risk Management

Probability	Low	Minor	Moderate	Major	Critical
Negligible	L2	L3	L4	M5	M6
Unlikely	L3	L4	M5	M6	H7
Possible	L4	M5	M6	H7	H8
Likely	M5	M6	H7	H8	E9
Almost Certain	M6	H7	H8	E9	E10

Worker Participation AS/NZS ISO 45001:2018 Clause 5.4

Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Barriers to Participation	Policies or Practices that Discourage Participation	3	4	H7	1 - Opportunities provided during paid company time to facilitate discussions - employee meetings conducted during working hours. 2 - Regular Toolbox Talks conducted.	2	4	M6
Barriers to Participation	Mechanism	4	4	H8	1 - Toolbox Talks & Operations Meetings identified as the Main Mechanism for Consultation/Participation 2 - Tools provided for recording of issues - online forms and records management.	2	2	L4
Barriers to Participation	Resources	4	4	H8	1 - Factory Managers & Directors facilitate communication with employees at both sites. 2 - Directors facilitates communication with externally.	2	2	L4
Barriers to Participation	Language	3	4	H7	1 - Language Barriers Currently Not Significant	1	4	M5
Barriers to Participation	Involvement	3	4	H7	1 - Weekly Operations Meetings 2 - Monthly Toolbox Meetings	1	4	M5
Barriers to Participation	Training	4	4	H8	1 - Training materials provided.	2	4	M6
Participation	Incident Investigation	3	4	H7	1 - Discussions of Incident/Injury performance at Toolbox Talks and Operations Meetings.	2	2	L4