WEM CIVIL

Critical Risk Essentials

Health, Safety & Environment

2025

2027

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A Message from our CEO

"A key focus of our new HSE strategy is Critical Risk, which is all about continuous improvement in how we understand and manage our biggest risks.

We are dedicate to maintaining high focus and extreme vigilance in the management of our operations, particularly the activities that have the potential for the greatest harm.

Together we can know our risks and how to interact with them better, speak up when something isn't right and most importantly go home safe and well everyday."

- MICHAEL RAGG

Our New HSE Vision

We plan with purpose.

We build with care.

We go home safe and well.

Critical Risk Essentials

WEM Civil's Critical Risk Essentials (CREs) are the essential controls, actions or practices we use to manage our most critical risks.

These critical controls are mandatory requirements and apply to our people and our partners. The CREs do not replace any existing systems or SWMS, they are there to assist planning and delivery of high risk work whilst allowing greater clarity on what matters most.

What are Critical Risks?

Critical risks are the risks we have identified as having the greatest potential for fatal or life altering injuries - these are our top priority and where we want to put our greatest focus.

Together we must:

- Know our critical risks and how to safely interact with them.
- Speak up and stop work if something is unsafe.
- Identify hazards, near misses, incidents and continuous improvement opportunities.
- Look out for each other, so everyone goes home safe and well.

Our Critical Risk

Mobile Powered Plant

Fall from Height

Excavation

Underground & Overhead Services

Lifting & Cranage

Hazardous Equipment

Leading a Critical Risk Culture

Our leaders are key to upholding and role modelling the actions and behaviours that drive a proactive safety culture in how we plan and manage our projects

Operational leaders must:

1. Verify CREs are planned for, in place and monitored - always reinforce their importance.
2. Hold ourselves, our people and our partners accountable for implementing CREs.
3. Ensure incidents and near misses related to critical risks are reported, investigated and learnings are shared.

Mobile Powered Plant

Working on or near mobile powered plant.

CRITICAL CONTROLS

1. Be trained and competent
2. Assess ground conditions
3. Plant is fit for purpose and pre-use inspected
4. People and plant are separated by communicated exclusion zones and haul routes
5. Effective communication methods are used throughout the work - gain positive acknowledgement
6. Never enter under a suspended or lifted load - always stay out of the line of fire
7. Spotters are used when there is a risk to contact with live services
8. Always operate plant within safe operating limits - Seat belts are to be worn when plant is in operation
9. Rollover protection and operational warning devices are in place
10. Always wear PPE

Fall from Height

Working with risks of falling resulting in serious injury.

CRITICAL CONTROLS

1. Be trained and competent
2. Working at height activities are planned
3. Assess ground conditions
4. Fall protection equipment is inspected before use
5. Apply physical controls to protect or delineate open penetrations, excavations and other exposed edges >1.5m such as flagging, bunting, fencing, windows
6. Establish drop zone for objects
7. Rescue plans are in place when working in fall restraint
8. Control fall risks when accessing truck and trailers - always maintain 3 points of contact when entering and exiting
9. Cover penetrations when not in use -covers must be robust and secure
10. Benching and battering is used to minimise fall height

Excavation

Working in or near an excavation.

CRITICAL CONTROLS

1. Be trained and competent
2. Identify and control potential contaminants that could cause an unsafe atmosphere
3. Follow the permit to dig when near live underground services, established structures or environmentally sensitive areas
4. Services must be located, secured and minimum distances maintained
5. Methods for preventing collapse such as bench, battering and shoring must be in place when >1.5m in depth -material to be stored in safe location
6. Safe entry and exit is established and maintained - excavations are visually delineated
7. An inspection process is in place to ensure excavation stability, taking weather conditions into consideration
8. Identify, communicate and maintain exclusion zones
9. Establish communication and rescue methods for the duration of the work
10. Always follow the 5 P's of excavation - Plan, Prepare, Pothole, Protect, Proceed

Underground & Overhead Services

Working around live services.

CRITICAL CONTROLS

1. Be trained and competent
2. Confirm identification and location of all services
3. Know, communicate and maintain safe approach distances and exclusion zones
4. Verify approval process with asset owner for assets such as high voltage electricity and high pressure gas
5. A spotter must be used to ensure clearances and distances are maintained
6. Identified or exposed services are clearly marked
7. If a service is damaged, stop work and notify your supervisor
8. Have in place an emergency plan
9. Establish exclusion zones and visual controls to protect workers and the public
10. Establish safe crossing points for overhead and underground services

Lifting & Cranage

Operating or working near lifting equipment.

CRITICAL CONTROLS

1. Be trained and competent
2. Equipment, devices and accessories used for lifting must be fit for purpose, maintained and inspected
3. Lifts will be assessed for risk and complexity
4. Controls to delineate an exclusion zone are in place
5. Effective communication methods are used throughout the work - gain positive acknowledgement
6. Loads are secured
7. Never enter under a suspended load -always stay out of the line of fire
8. Assess ground conditions - deploy effective dunnage for outriggers
9. Conduct a lift plan for complex lifts
10. Always operate plant within defined safety limits

Hazardous Equipments

Operating demo saws, core drills and other hazardous equipment.

CRITICAL CONTROLS

1. Be trained and competent
2. Wear all minimum PPE plus ear plugs, face shield, dust mask and eye protection
3. Secure the material to be cut, drilled etc
4. Conduct pre use inspection and test
5. Complete works in open area
6. Maintain firm grip whilst operating
7. Ensure water is used to control dust and lubricate the cut
8. Maintain exclusion zone when operating
9. Follow hot work permit in fire risk conditions
10. Follow safe fueling methods
11. Conduct saw cuts on firm ground, chock the material so it safely drops away without pinching the blade

Want to Know More?

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Safety Portal

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