

BDD Safety Behaviour Initiative Plan

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Established in 2015, Black Diamond Drilling Services Australia Pty Ltd is a trusted stockist and supplier of rock drilling tools and consumables, servicing the mineral exploration, mining, water well, and geotechnical sectors across the mining, resources, and construction industries. Our primary clients include drilling contractors and mining companies.

This Plan reflects our commitment to maintaining the highest industry standards for safe and healthy working conditions, with ISO 45001 serving as our guiding framework.

We acknowledge our moral and legal obligations and recognise that true leadership in our field involves cultivating a strong safety culture—one in which health and safety are respected and actively upheld by all staff and stakeholders engaged in our operations.

1. Purpose

Black Diamond Drilling Services Australia (the Company) is committed to providing a safe, healthy, and productive workplace for all employees, contractors, and visitors. The use of drugs or alcohol in the workplace can impair performance, create safety risks, and negatively affect our team, clients, and reputation.

The purpose of this initiative is to proactively strengthen our safety culture by encouraging, recognising, and reinforcing safe behaviours across all levels of the business. This initiative complements our existing WHS systems by focusing on the human factors that contribute to safety performance.

2. Scope

This policy applies to all employees, contractors, labour hire workers, visitors, and anyone undertaking work on behalf of the Company, whether at a Company site, client site, vehicle, or other work-related location.

3. Objectives

- Improve safety awareness and decision-making on the job.
- Empower workers to take ownership of personal and team safety.
- Reduce incidents related to human error, complacency, and shortcuts.
- Promote a positive, learning-oriented safety culture.



4. Key Pillars of the Initiative

4.1 Leadership Commitment

- Management and supervisors to model positive safety behaviours.
- Safety leadership training for supervisors and team leads.
- Monthly safety walks with informal check-ins and feedback.

4.2 Safe Behaviour Observations

- Roll out a “Safe Behaviour Observation Card” system.
- Weekly observations by supervisors and peer champions.
- Focus on positive behaviours (e.g., correct manual handling, PPE use).

4.3 “Stop & Think” Campaign

- Introduce a “Stop & Think” 5-second pause rule before starting any task.
- Visual reminders (posters, stickers) in workshop, dispatch, and loading bays.
- Toolbox talks to reinforce the importance of risk assessment before action.

4.4 Positive Reinforcement

- Monthly Safety Champion Award based on observed safe behaviours or suggestions.
- Recognise and celebrate near-miss reports that help prevent incidents.
- Shout-outs during weekly team meetings for individuals or crews demonstrating proactive safety.

4.5 Behaviour-Based Toolbox Talks

- Toolbox talk schedule updated to include behavioural themes:
- “Complacency on the job”
- “Peer pressure and shortcuts”
- “Speaking up when something’s not right”
- Encourage open discussion and examples from team members.

4.6 Training and Awareness

- Annual refresher training on Human Factors in safety.
- Micro-training sessions (10–15 mins) delivered monthly during pre-starts.

5. Measurement and Review

KPI	Target	Frequency
Number of Safe Behaviour Observations logged	10 per month	Monthly
Toolbox talks delivered with behavioural content	100% of scheduled talks	Monthly
Positive safety behaviours recognised	1 per week	Weekly
Reduction in at-risk behaviours observed	20% reduction within 6 months	Quarterly
Participation rate in safety initiatives	90% of staff engaged	Monthly

6. Responsibilities

Role	Responsibilities
Managers	Endorse and lead by example, support the initiatives.
Supervisors	Conduct observations, deliver toolbox talks, mentor team members.
HSE Coordinator	Track performance, support training, facilitate recognition program.
All Staff	Participate actively, report concerns, support their peers.

8. Continuous Improvement

Feedback from staff and learnings from incidents will guide ongoing updates to the initiative. Adjustments will be made to ensure it remains relevant, practical, and engaging.

This Policy will be introduced to all new staff as part of our corporate induction program. Uncontrolled hard copies may be displayed on-site for awareness and provided to stakeholders upon request.

The Policy will be reviewed annually as part of our Management System Review to ensure its relevance and effectiveness.