



Government
of South Australia

SafeWork SA

Application for proposed **ENFORCEABLE UNDERTAKING**

The commitments in this undertaking are offered to the regulator by

KOCH FARMING PTY LTD

ACN 620193231

The information provided in this document is for the purpose of an undertaking given to the regulator under Part 11 of the *Work Health and Safety Act 2012* (SA). This information will be managed within the requirements of the current State Government privacy regime.

The terms of an accepted enforceable undertaking are a matter of public record.

When an enforceable undertaking is accepted, notice of the decision to accept it and reasons for that decision will be published by the regulator on the SafeWork SA website within 14 days of the date of the decision.

Enforceable undertakings will not be removed from the public register and will remain on the register after a company or individual has discharged all obligations of the undertaking.

COMMENCEMENT OF UNDERTAKING

This enforceable undertaking is given on the day and date that it is accepted and signed by the regulator. The undertaking and its enforceable terms will commence to operate as a legally binding commitment on the part of the person from the date it is given.

SECTION 1: GENERAL INFORMATION

1.1 Details of the person proposing the undertaking

Nominated person: (Point of contact for SWSA communications)	Mathew Koch
Street address:	960 Range Rd Alma 5401
Postal address:	Po Box 31 Stockport 5410
Telephone:	0438282209
Email address:	kochfarming@gmail.com
Legal structure:	Koch Farming Pty Ltd (Koch Farming)
Type of business:	Farmers/Graziers
Commencement date:	3 July 2017
Workers: Full time:	3 (inclusive of 2 Directors)
Part time:	Nil
Casual:	Contractors for Shearing, hay, harvest
Products and services:	Grain, wool, lamb production
Comments:	<p>Koch Farming manages a family operated farm at Stockport South Australia.</p> <p>The company has 2 Directors, a father and son. The farm has one other full time employee who has been working with Koch Farming since April 2019.</p> <p>Casual staff are brought in during busier periods.</p> <p>The farm uses mostly modern machinery and current farming practices to produce grain and hay for export and domestic consumption. Merino ewes are run for prime lamb and wool production.</p> <p>The entire landholding of the farm is approximately 2,800 hectares.</p>

1.2 Details of the alleged contravention

While no formal contravention of the *Work Health and Safety Act 2012* (SA) (the Act) has been alleged, Koch Farming understands the correct characterisation to be the following with respect to a worker and an incident involving a Case Skid Steer at its Stockport farm on 26 March 2020:

- Section 13 of the Act in that it had the duty prescribed by Section 19(3)(b)(f) of the Act to ensure, so far as was reasonably practicable, (b) the provision and maintenance of safe plant and structures; and the provision of any information, training, instruction or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business or undertaking.
- Additionally, non-compliance with respect to regulations 213, 29 and 35 of the *Work Health and Safety Regulations 2012* (SA) (the Regulations).

1.3 Detail the events surrounding the alleged contravention

On the 26th of March 2020, a full time worker employed by Koch Farming was involved in an workplace incident on our farming property located at 220 Observatory Road, Stockport where he was overrun by a Case Skid Steer loader which is owned by Koch Farming.

1.4 Details of any enforcement notices issued that relate to the alleged contravention

☐ Tick if there were no notices issued by SWSA in relation to the contravention

Date issued	Notice type	Notice number	Contravention or prohibited activity	Action taken in response to notice
27/03/2020	Non-Disturbance Notice	306202	PCBU must ensure that incident site known as the Farm Yard located at 220 Observatory Road, Stockport where worker received injuries is preserved and that bobcat Case model 1845 orange in colour is not disturbed or operated or modified until notified by an	Incident site was preserved and the bobcat Case model 1845 was not disturbed or modified in compliance with the Non-Disturbance Notice.

			Inspector or the Regulator.	
30/03/2020	Non-Disturbance Notice	308201	Leave Case Skidsteer 1845 in location as is until SafeWork SA can have a competent person conduct an inspection on the machine, and or the notice is lifted by SafeWork SA.	The Case Skidsteer was left in location in compliance with the Non-Disturbance Notice.
06/04/2002	Non-Disturbance Notice	178229	Ensure the Case Skidsteer 1845 involved in incident at Koch Farming, 220 Observatory Road, Stockport SA 5410 on the 26 March 2020 remains in situ, and to be left untouched as addressed in previous Non-Disturbance Notice. This is to continue until such time SafeWork SA confirms otherwise.	The Case Skidsteer 1845 remained in situ and was left untouched in compliance with the Non-Disturbance Notice.
06/04/2002	Non-Disturbance Notice	178229	Ensure the Case Skidsteer 1845 involved in incident at Koch Farming, 220 Observatory Road, Stockport SA 5410 on the 26 March 2020 remains in situ, and to be left untouched as addressed in previous Non-Disturbance Notice. This is to continue	The Case Skidsteer 1845 remained in situ and was left untouched in compliance with the Non-Disturbance Notice.

			until such time SafeWork SA confirms otherwise.	
23/04/2020	Non-Disturbance Notice	178699	Ensure the Case Skidsteer 1845 involved in incident at Koch Farming, 220 Observatory Road, Stockport on the 26 March 2020, and remains in-situ and untouched as addressed in previous Non-Disturbance Notice. This is to occur until such time SafeWork SA can arrange an independent assessment of the plant or the notice is lifted.	The Case Skidsteer 1845 remained in situ and was untouched in compliance with the Non-Disturbance Notice.
30/03/2020	Improvement Notice	310441	Ensure plant maintenance and inspection is carried out in accordance with manufacturers recommendations, or recommendations of a competent person. Provide evidence to SafeWork SA.	The Improvement Notice was complied with.
30/03/2020	Improvement Notice	310440	Ensure that information, training and instruction is provided to workers and recorded. Provide evidence to SafeWork SA.	The Improvement Notice was complied with.

30/03/2020	Prohibition Notice	309751	Leave skidsteer Case 1845 until further notice	The Case Skidsteer was left in compliance with the Prohibition Notice.
22/04/2020	Prohibition Notice	179074	Case Skidsteer 1845, orange in colour / Serial Number – 9836329 is not to be operated / utilised in any capacity until such time a competent person can be arranged by the owner for the purpose repairing / returning the plant back to a state where it is fit for purpose and safe for use as per manufacturers recommendations and industry requirements. Mechanical reports are to be provided to SafeWork SA for review. Plant is not to be used whilst this Prohibition Notice is enforced.	The Case Skidsteer 1845 was not operated or utilised in any capacity in compliance with the Prohibition Notice.

1.5 Detail the injury sustained or illness suffered by worker/s or other/s as a consequence of the alleged contravention detailed above

The worker sustained a notifiable serious injury to his pelvic area (fracture) requiring immediate treatment as an in-patient in a hospital. The worker also sustained the following injuries:

- urethra disconnected from bladder
- a broken rib
- deep cut to right thigh

- two fractured toes on left foot
- bruising and swelling to left foot, left arm, left elbow and left wrist
- cuts and bruises.

1.6 Detail the employment status and the workers' compensation or other insurance status regarding the person who sustained injury or suffered illness as detailed in 1.5

The injured person is:

- ☒ an employee of the entity
- ☐ a self-employed person
- ☐ other - Please provide details
- ☐ not applicable

Status: Add status of claim and level of recovery/return

1.7 Detail the support provided or proposed by the person to the injured person and/or family or other/s

Date	Description of support	Comments
Continuous since the incident	Phone calls, text messages, home visit with the injured worker	The Directors and the other family members of the business have remained in continual contact with the injured worker and his wife throughout the process of treatment and rehabilitation, enquiring as to their wellbeing as well as offering help at home.
On-going	Full cooperation with return to work specialists and physiotherapists	Phone calls, emails and an on farm visit by return to work specialists to ensure a safe and comfortable return to work.

1.8 Detail any current work, health and safety systems at the workplace

Koch Farming has implemented the Safe Ag Systems app based program since the incident and in response to the Improvement Notices. The Safe Ag Systems program is a complete safety management and recording system for Agribusinesses. Features include:

- Policies and procedures to establish our safety goals and expectations
- Safety checklists for machinery and infrastructure.
- Inventory management. Manage and record servicing/repairs of machinery and infrastructure
- Reporting of training and inductions of workers
- Emergency Management
- Near Miss and incident reporting
- Safety inspection checklists and reporting to identify and manage potential hazards

Outside of this program Koch Farming have also developed a series of seasonal safety checklists to help identify any potential hazards or safety issues. Tractors are inspected 6 monthly for general safety and operation by a Director of Koch Farming, any issues are recorded and rectified. Likewise, harvest machinery, hay machinery and seeding machinery have similar checklists. For example before hay season, the mower, hay rake and baler are inspected by the Directors of Koch Farming and aspects are recorded on an inspection checklist and rectified.

1.9 Detail the level of auditing currently undertaken on the work, health and safety systems referred to in term 1.8, including compliance audits and audit frequency

Koch Farming does not engage auditors on the work, health and safety systems. The Directors conduct and review the work, health and safety responsibilities.

Koch Farming will review its work, health and safety performance annually using the quick safety scans that are detailed in the 'Farmers Guidebook' on the Safework SA internet page.

Internally, 6 monthly general safety and operation inspections on tractors as well as seasonal safety and operation inspections for major plant and equipment will be carried out by the Directors.

1.10 Detail the consultation undertaken or proposed to be undertaken, in relation to this undertaking

As a business we commit to communicate and consult with all employees and workers, including contractors and seasonal employees on all aspects of our workplace health and safety policies.

The Directors are committed to consulting with other farm businesses in our local area through industry organisations about our experience with regard to the incident and resulting Enforceable Undertaking.

On behalf of Koch Farming, on 22 March 2021 a Director presented his experiences around workplace health and safety in front of the Owen Agricultural Bureau, an Agricultural information and networking forum that usually meets on a monthly basis. Twelve farm businesses were represented at this meeting where the Director spoke about the need for safety to be at the forefront of farm management discussions. A Copy of the Minutes of this meeting has been provided to the regulator.

On behalf of Koch Farming, on 16th September 2021, a Director once again presented his experiences around workplace health and safety with a focus on the Safe Ag Systems program implemented by the company. This presentation took place during a farming workshop attended by five farming businesses. These workshops form part of a broader farm management group which meets twice yearly. The workshop was facilitated by an Agronomy Team Leader and Partner at Pinion Advisory.

1.11 Detail the rectifications to the workplace or work practices made as a result of the alleged contravention and the enforcement notices issued

Immediately following the incident and following notices issued by SafeWork SA Investigators, the skid steer loader involved in the incident was not operated or utilised. Koch Farming has disposed of the skid steer loader.

Koch farming registered with the Safe Ag Systems safety and training program as a way of registering and recording farm servicing, training and safety records - \$1650 p/a

Koch Farming developed four spreadsheets for safety inspection of Tractors and other plant and equipment.

Following a review of key safety issues on the farm by the Directors of Koch Farming, Koch Farming has made the following changes to plant and machinery:

- Portable field bins that do not have spring assisted wheel lifting devices and ground opening lids are no longer to be used as portable bins. They are to remain in situ in the farmyard and grain brought to that location to fill them. 2 new bins have been purchased for use as a portable bins \$25,960
- Older shearing plants have been retired and now only modern shearing plants with electrical safety cut-out switches are used.
- A brand-new grain auger was purchased. This auger is the main grain auger used for harvest operations. The auger has full guarding of moving parts, safety signage, electric brakes and lights for transport as well as ground drive to eliminate physical effort of shifting. \$25,997

- A second smaller auger was purchased for smaller jobs around the farm. This auger has full guarding and safety signage as well as braked manual lifting winch. \$7920
- A Polaris Ranger side by side vehicle was purchased as a replacement to a four wheel quad bike to undertake more safely jobs such as spot spraying, sheep mustering and general farm travel. The vehicle is equipped with seatbelts, Roll Over Protection Structure \$19,545

Koch Farming purchased 7 first aid kits, 2 larger kits to be placed in a workshop and shearing shed and 5 smaller kits for use in utes and tractors, also purchased were stickers to identify kit location. \$755

Total amount spent on rectifications \$ 80,177

SECTION 2: GENERAL TERMS

The person acknowledges and commits to the general terms set forth in the sub-terms below.

2.1 Acknowledgement that the regulator alleges a contravention occurred as detailed in term 1.2

Whilst no formal contravention of the *Work Health and Safety Act (SA) 2012* has been alleged, Koch Farming understands the correct characterisation to be an alleged contravention as referred to in paragraph 1.2.

2.2 Statement of regret that the alleged contravention occurred and the reasons the person considers this undertaking is a more appropriate response to the alleged contravention than a court imposed sanction

(This should not include an admission of guilt)

Koch Farming sincerely regrets that this incident has happened and is committed to mitigating the inherent risks that lie within our industry into the future. Agriculture has room for improvement with regard to workplace health and safety. Due to the busy seasonal nature of Agriculture many hazards can be overlooked or ignored. We believe that the actions that we have undertaken since the incident have greatly improved our workplace health and safety and will continue to into the future. The aim of sharing our experience with other farmers, is to provide awareness of the need to have workplace health and safety at the forefront of their business plans.

2.3 Statement of commitment that the behaviour, activities and other factors which caused or led to the alleged contravention has ceased and will not reoccur

Koch Farming is committed to ensuring that the behaviours and activities that led to the alleged contravention occurring have been rectified we are committed to avoiding accidents into the future.

2.4 Acknowledgment of the guidelines published by the regulator for the acceptance of an undertaking

I have read and understood the **Guidelines for the acceptance of an enforceable undertaking**

Version: 1

Dated: June 2018

2.5 Acknowledgement that this undertaking may be published and publicised

2.5.1 Koch Farming acknowledges that the undertaking may be published on the SafeWork SA website and referenced in SafeWork SA material.

2.5.2 Koch Farming acknowledges that the undertaking may be publicised in newspapers.

2.6 Statement of the person's ability to comply with the terms of this undertaking and meet the projected costs of the activities

2.6.1 Koch Farming has the financial ability to comply with the terms of this undertaking.

2.6.2 In the event of impending liquidation or sale of the entity, Koch Farming will advise SafeWork SA of the relevant circumstances and its capacity to comply with the outstanding terms of this undertaking.

2.7 Statement regarding person's relationship with any corporations, officers, employees, contractors, proposed beneficiaries of donations or scholarship or other recipient of financial benefit contained in this undertaking

A Director of Koch Farming is a volunteer coach with the Hamley Bridge Football Club. A Director of Koch farming is a Life Member of the Hamley Bridge Football Club. The children of a Director of Koch Farming play for the Hamley Bridge Football Club.

Koch Farming confirms that there are no other relationships with any corporations, officers, employees, contractors, proposed beneficiaries of donations or scholarship or other recipient of financial benefit contained in this undertaking.

2.8 Statement regarding Intellectual Property Licence

Koch Farming, grants SafeWork SA a permanent, irrevocable, royalty-free, world-wide, non-exclusive licence to use, reproduce, publish, distribute, electronically transmit, electronically distribute, adapt and modify any materials developed as a result of this undertaking.

2.9 Acknowledgement that the person may be required to provide a statutory declaration

Has SafeWork SA requested a statutory declaration outlining details of any prior work health and safety convictions¹, subject to any local legal constraints such as spent conviction legislation, or findings of guilt under work health and safety legislation or work health and safety related legislation?

☐ YES ☒ NO

The statutory declaration is attached (if applicable)

☒ YES ☐ NO

2.10 Statement of commitment from the person to participate constructively in all compliance monitoring activities for this undertaking

2.10.1 It is acknowledged that the regulator will conduct compliance monitoring to ensure compliance with the terms of this undertaking.

2.10.2 Cooperation will be given to allow the regulator's officers to assess compliance including giving access to relevant material (evidence of compliance).

2.10.3 It is acknowledged that the regulator may initiate additional compliance inspections as considered necessary at the regulator's expense.

¹ Subject to any local legal constraints such as spent conviction legislation

- 2.11 A commitment by the person to perform activities that will ensure the ongoing effective management of risks to health and safety in the future conduct of its business or undertaking

Koch farming is committed to carrying out and utilising the structures and processes described in section 1.8 and 1.11 of this document. We are committed to performing our duties as described in this undertaking.

- 2.12 A commitment regarding linking the promotion of benefits by the person to this undertaking

Koch Farming is committed to promoting the benefits of this undertaking within our own business and to the wider Agricultural industry. Through this undertaking and our experience we aim to make other farming businesses a safer place to work.

SECTION 3: ENFORCEABLE TERMS

The person acknowledges all activities set forth in the enforceable terms below must be auditable and include a date for completion and a minimum cost for each activity.

The person commits to performing the activities below diligently, competently and by the respective completion date.

- 3.1 A commitment to disseminate information about this undertaking to workers, and other relevant parties, and in the annual report (if applicable)

Dissemination will be achieved by doing the following:

- Koch Farming will print and provide a copy of the executed enforceable undertaking to all full time and casual workers
- A copy of the enforceable undertaking will also be placed on the notice board of the main farm office

Dissemination will occur by: Within 14 days after the beginning of this undertaking.

- 3.2 Activities to be undertaken to promote the objects of the *Work Health and Safety Act 2012 (SA)* that will deliver benefits for workers/others

Activities		Minimum cost	Timeframe
3.2.1	First aid course to be undertaken by a Director of Koch Farming and their spouse who resides on the farm, therefore ensuring adequately trained personnel	\$ 200	6 months from acceptance

	<p>are able to provide a response if required.</p> <p>Evidence of successful completion of the First Aid course to be provided to SafeWork SA when available.</p> <p>Koch Farming envisages that this proposal appearing in this enforceable undertaking will be of meaningful benefit to farmers in educating them on their duty to provide first aid in accordance with s42(2) of the <i>Work Health and Safety Regulations, 2012</i> (SA).</p> <p>Note: Notwithstanding the decision of the Regulator, Koch Farming will action this proposal. Koch Farming also understands that the Regulator may decline proposals where they are limited to meeting WHS legislative requirements.</p>		
3.2.2	<p>A WHSMS audit of the farm will be carried out by a competent WHS Auditor. Upon completion of the audit report, Koch Farming will:</p> <p>(a) provide a copy of the audit report to SafeWork SA</p> <p>(b) implement and resolve all audit report recommendations within 12 months</p> <p>(c) provide evidence to SafeWork SA of all implemented and resolved recommendations within 12 months of the date of acceptance of this enforceable undertaking.</p>	\$13,000	12 months from acceptance

Total minimum cost of benefits for workers/others	\$ 13,200
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3.3 Activities to be undertaken to promote the objects of the *Work Health and Safety Act 2012* (SA) that will deliver benefits for industry

Activities	Minimum cost	Timeframe
<p>3.3.1</p> <p>A Director of Koch Farming will:</p> <p>a) facilitate a presentation on the importance of implementing a farm work, health and safety management system at an Agricultural Bureau meeting (with the exception of the Owen Agricultural Bureau as a Director has already undertaken a presentation on 22 March 2021).</p> <p>b) The meeting should have no less than 12 attendees, and</p> <p>c). Minutes of the meeting will be provided to the regulator once available.</p> <p>Note: Prior to this undertaking, a Director of Koch Farming (and on behalf of Koch Farming):</p> <p>a) presented his experiences around workplace health and safety in front of the Owen Agricultural Bureau on 22 March 2021, an Agricultural information and networking forum that usually meets on a monthly basis. Twelve farm businesses were represented at this meeting where the Director spoke about the need for safety to be at the forefront of farm management discussions. A Copy of the Minutes of this meeting has been provided to the regulator.</p>	<p>Nil</p>	<p>12 months from acceptance</p>

	<p>b) presented his experiences around workplace health and safety with a focus on the Safe Ag Systems program implemented by the company on 16 September 2021 during a farming workshop attended by five farming businesses. These workshops form part of a broader farm management group which meets twice yearly. The workshop was facilitated by an Agronomy Team Leader and Partner at Pinion Advisory.</p>		
	<p>A Director of Koch Farming or spouse of a Director of Koch Farming will:</p> <p>a) facilitate a workshop for women within agriculture, with a focus on Farm Health and Safety.</p> <p>b) present Koch Farming's recent experiences with regard to workplace health and safety</p> <p>d) the workshop shall be attended by no less than 20 people.</p>	<p>\$200</p>	<p>12 months from acceptance</p>
	<p>Koch Farming will produce a short video from a Director of the Company, or a representative on behalf of the company, outlining the incident, what the Company has done since, highlight the importance of a sound WHS system, and bring focus to farm safety. This video will be available for Safework to use on their own media platforms. Alternatively:</p>	<p>\$2,000</p>	<p>12 Months from acceptance</p>

	<p>Koch Farming will work closely with Grain Growers limited with the production of an Agricultural Industry focussed video promoting Farm Safety awareness. Included in the video will be an outline of the incident, what Koch Farming has done since and a focus on the importance of a sound WHS system on farm. This video would be published through existing Grain Grower Limited media channels.</p> <p>www.graingrowers.com.au</p> <p>The video would be made available to Safework for use on their own media platforms.</p> <p>It is envisaged that under the second arrangement the cost to Koch Farming would be negligible, rather a commitment of time to the project.</p>		
Total minimum cost of benefits for industry		\$ 2,200	

3.4 Activities to be undertaken to promote the objects of the WHS Act that will deliver benefits of the community

Activities		Minimum cost	Timeframe
3.4.1	<p>The Company will donate funds to the value of \$1,000.00 to the Hamley Bridge Football Club, an Australian Rules Football club based in the Adelaide Plains Football Association, South Australia. The funds are to be spent on equipment or training that improves the safety and welfare of players and/or spectators (example, Goal Post</p>	\$1,000.00	6 months from acceptance

	Covers). Documentation of these items will be provided to the regulator.		
	Enter proposed activity		
Total minimum cost of benefits for the community		\$ 1,000	

3.5 Agreement to pay the regulator's costs

3.5.1 Agreement is given to paying the regulator's costs associated with this undertaking, as itemised below, and it is acknowledged that payment is due 30 days after receipt of the regulator's invoice:

Recoverable costs	Amount
Investigation, legal & administrative costs associated with the alleged contravention & proposed undertaking	\$ Enter amount
Compliance monitoring costs	\$ Enter amount
Publication costs	\$ Enter amount
Total Amount	\$ Enter amount

3.6 Minimum spend

3.6.1 Koch Farming acknowledges the minimum spend for this undertaking will comprise of the:

(The amounts below should correspond with total amounts from terms 3.2–3.5 above)

Estimated total value of	Minimum spend
Benefits to workers/others	\$ 13,200.00
Benefits to industry	\$ 2,200.00
Benefits to community	\$ 1,000.00
Regulator costs	\$ Enter amount
Estimated total minimum spend for the undertaking	\$ 16,400.00

3.6.2 Koch Farming agrees to spend any residual amount arising from the total minimum spend value not being met. Agreement on how to spend this residual will be sought from the regulator.

3.7 A commitment to establish and maintain (or maintain if a system already exists) a work, health and safety management system (WHSMS)

Koch Farming is committed to ensuring that our business maintains the work, health and safety management systems as described in section 1.8 of this document. These systems will continue to be reviewed and modified as our business changes.

3.8 A commitment to ensure the WHSMS is audited by third party auditors

Koch Farming is committed to ensuring the WHSMS is audited by a third party. Details of the auditor's qualifications against the stated requirements will be provided with audit reports submitted to the regulator.

3.9 A commitment to provide a copy of each finalised WHSMS audit report to the regulator

3.9.1 It is acknowledged that audit reports received from the auditor will be sent to the regulator within 30 days of the audit along with a letter certifying that the report has not been altered from the copy provided to the person by the auditor.

3.9.2 It is acknowledged that within 30 days of receipt of the auditor's written report, the regulator will be advised of the intended action in addressing each of the report's recommendations.

3.9.3 An update, together with supporting evidence, in relation to compliance with each of the enforceable terms of this undertaking will be provided to the regulator at six monthly intervals during the course of the undertaking.

3.10 A commitment to implement the recommendations from these audits (unless otherwise negotiated with the regulator)

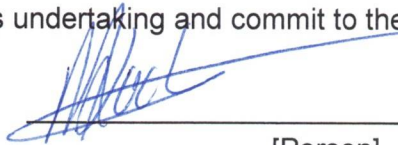
3.10.1 The recommendations resulting from the WHSMS audit will be fully implemented within six months of receiving the audit report, unless the regulator offers a variation of the undertaking due to the actions being unreasonable.

SECTION 4: OFFER OF UNDERTAKING

EITHER

I offer this undertaking and commit to the terms herein.

Signed:



[Person]

MATHEW KOCH

[Print name]

DIRECTOR

[Position]

Dated at Alma this 9th day of March 20 22.

OR

As a duly authorised person of Enter name of person I offer this undertaking and commit
Enter name of person to the terms herein.

Signed:

[Duly Authorised Person]

[Print name]

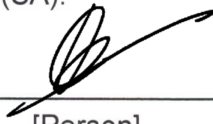
[Position]

Dated at _____ this _____ day of _____ 20 _____

SECTION 5: ACCEPTANCE OF UNDERTAKING

I accept this undertaking as an enforceable undertaking under section 216 of the *Work Health and Safety Act 2012 (SA)*.

Signed:



[Person]

Martyn Campbell

[Print name]

Executive Director

[Position]

Dated at Keswick this 15th day of March 20 22