



# **Karara Mining Limited**

## **Scope of Services for Mechanical Labour Services**

03 Nov 2025

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### 1. INTRODUCTION

#### 1.1 Background

The Karara Mine is a joint venture between Gindalbie Metals and Anshan Iron and Steel Group Corp, (Ansteel) of China. In 2006, Gindalbie and Ansteel formed a landmark 48:52 joint venture under Karara Mining Limited (KML).

#### 1.2 Location

The Karara mine site is located 320 Kilometres north-north-east of Perth and 225 km east of Geraldton (Figure 1). Construction and Commissioning of Stage 1 of the project (Base Plant), designed to produce 8Mtpa of Magnetite is complete.

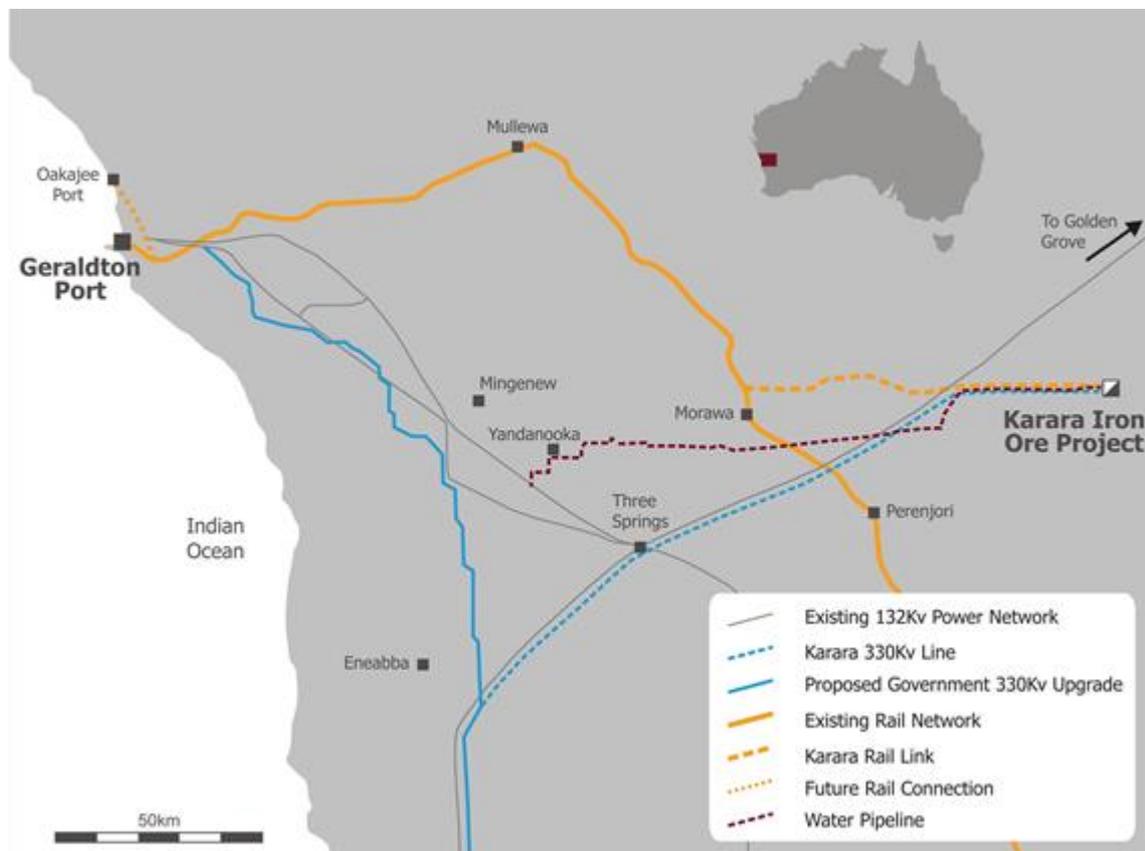


Figure 1: Location of Karara Mine Site

#### 1.3 Purpose

It is the purpose of this Contract to engage the services of a Contractor to provide suitably qualified labour support for Shutdown works at Karara Mine site specifically Maintenance Shutdowns.

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### 1.4 General Climatic Information - Mean Weather Data

The following information is provided as a guide to weather conditions in the Karara Mine Site area.

The nearest Meteorological Station is that of Morowa, Bureau of Meteorology station number 008093. The synoptic station is located at 29.21oS; 116.0089o E. The station elevation is 274m AHD.

The next approximate meteorological station is that of Paynes Find, Bureau of Meteorology station number 007139. The synoptic station is located at 29.27oS; 117.6836o E. The station elevation is 3390m AHD. The indicative average climatic data is as follows:

**Table 1: General Conditions**

Climate statistic	Annual Value (Morawa)
Mean Daily Solar Exposure ( MJ/m2)	20.7
Mean Number of clear days	147.4
Mean Number of cloudy days	65.1

**Table 2: Temperature Data**

Climate Statistic	Annual Value, Morowa
Mean Maximum Temperature (oC)	27.4
Highest Temperature (oC)	47.8
Mean Number of Days >= 30oC	135.1
Mean Number of Days >= 35oC	73.5
Mean Number of Days >= 40oC	20.5
Mean Minimum Temperature (oC)	12.4
Lowest Temperature (oC)	-2.2
Mean Number of Days =< 2oC	7.6
Mean Number of Days =< 0oC	1.5
Mean 9AM Temperature (oC)	18.8
Mean 9AM Wet Bulb Temperature (oC)	14
Mean 9AM Wet Bulb Temperature (oC)	10
Mean 9AM Relative Humidity (%)	62

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Climate Statistic	Annual Value, Morowa
Mean 3PM Temperature (oC)	26.4
Mean 3PM Wet Bulb Temperature (oC)	16.6
Mean 3PM Dew point Temperature (oC)	8.7
Mean 3PM Relative Humidity (%)	37

**Table 3: Rainfall Data**

Climate Statistic	Annual Value, Morowa
Mean Rainfall ( mm)	332.8
Highest Rainfall ( mm)	580.4
Lowest Rainfall (mm)	149.1
Decile 1 month Rainfall (mm)	227.2
Decile 5 (Median) Monthly Rainfall (mm)	325.2
Decile 9 Monthly Rainfall (mm)	452.4
Highest Daily Rainfall	120mm
Mean Number of Days of Rain	71.4
Mean Number of Days of Rain >= 1mm	50
Mean Number of days of Rain . = 10mm	8.7

**Table 4: Wind Parameters**

Climate Statistic	Annual Value, Morowa
Mean 9AM Wind Speed ( km/h)	11.2
Mean 3 PM Wind Speed (km/h)	12.9

## 2. SCOPE OF SERVICES

### 2.1 General

The Contractor shall provide skilled mechanical labour, supervision, tools, and support to perform one-off, infrequent, or project-based maintenance tasks as directed by the Company.

The required services will typically fall within the following categories;

#### 2.1.1 Low Frequency Maintenance Tasks

The Contractor shall undertake the following categories of low frequency maintenance works, which are excluded from the PBMC:

- Crushing Area
  - (i) Primary crusher dump pocket floor full replacement.
  - (ii) Primary crusher main frame replacement.
  - (iii) Rock breaker whole assembly replacement.
  - (iv) Secondary crusher main frame replacement.
- Grinding & Separation Area
  - (i) HPGR roll change out.
  - (ii) Ball mill reline, partial or full reline.
  - (iii) Ball mill gearbox change out.
  - (iv) Ball mill girth gear change out.
  - (v) Ball mill bearing change out.
  - (vi) Ball mill girth gear runout check.
- Filtration Area
  - (i) Filter mainframe replacement.
  - (ii) Filter End piece replacement.

#### 2.1.2 Major Equipment Upgrade, Modification, and Overhaul Tasks

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Major upgrade, modification, and overhaul task means the works where the workload of the upgrade, modification or overhaul exceeds significantly a normal preventative or corrective maintenance work.

The Contractor shall undertake all major upgrade, modification, and overhaul tasks under a project-based maintenance framework.

### 2.1.3 Pipe Batch Replacement due to Materials Change or End of Life

Batch replacement means replacing the certain amount of the pipe spools in one work order by deferent size as below. The Contractor shall undertake the following.

- (i) For any pipe larger than DN150 but smaller than DN400 (not include DN400), the amount of spools replacement greater than 50m.
- (ii) For any pipe larger than DN400 but smaller than DN700 (not include DN700), the amount of spools replacement greater than 30m.
- (iii) For any pipe larger than DN700(including DN700).

### 2.1.4 Major Structural Steel Refurbishment, Repair and Replacement

The Contractor shall undertake major structural steel refurbishment, repair or replacement. Including the bath repair or replacing damaged or corroded grid mesh within an area more than 20 square meters per work order.

### 2.1.5 Other

Requirements for other project-based tasks or backfill labour may arise from time to time. As such additional labour may be needed to cover these tasks and the number of personnel will be determined by company.

## 2.2 Labour Category

The Contractor shall provide skilled mechanical labour and supervision in accordance with the categories listed below.

ITEM	Manpower Category
1	Project Manager
2	project Coordinator
3	Supervisor
4	Leading Hand
5	Fitter
6	Boilermaker

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7	Rigger
8	Rigger Advanced
9	Trade Assistant / Spotter
10	Store person
11	Plumber
12	Scaffolder
13	Carpenter
14	Painter
15	Rubber Liner
16	Coded Welder
17	Crane Driver with Open Ticket
18	Leading Hand - Boilermaker
19	Leading Hand Mechanical Fitter
20	Leading Hand Rigger
21	Lubrication Technician
22	Leading Hand Scaffolder
23	Superintendent
24	Project Engineer
25	Draftsperson
26	Poly Welder
27	Planner
28	Hydraulic Tech
29	Mechanical, Scaff/Rigger Supervisor
30	Crane Driver CN / Franna Operator
31	Truck Driver
32	Wear Technician
33	Rope Access Technician - Supervisor
34	Rope Access Technician - Trade
35	Rope Access Technician - Non Trade
36	LV Mechanic

### **3. BATTERY LIMITS**

The battery limits for this scope is the Karara Mine site.

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### 4. WORKING HOURS

The normal daily work hours on Site are 11.5 work hours daily with a half hour unpaid break for lunch and one 15 minute paid break totalling 12 hour all inclusive.

However, the Company may from time to time instruct the Contractor to work outside the normal working hours.

Contractor hours can only exceed the below table hours, if an Overtime Approval Form has been completed and signed by the Company Representative prior to the additional hours being worked. Additional hours worked must comply with the Company's and Contractors Fatigue Management Policies:

**Table 5: Maximum Chargeable Hours per Shift**

Position	Maximum Hrs per shift
Supervisor / Shutdown Coordinator	12.5
Leading Hand	12.5
All Other Positions	11.5

### 5. CONTRACTOR REQUIREMENTS

The contractor will be responsible for the following during the course of the contract:

- Supply of personal protection equipment (PPE).
- Completion of pre-start inspections, audits and reporting (when required).
- Incident and hazard reporting.
- Daily timesheets duly signed and approved by an authorised Company representative.
- Provide support documentation for all services and claims provided under the contract.
- Timesheets will need to be submitted at the end of each working day.
- Collated timesheet information must be submitted to the Company in the correct format (excel spreadsheet) by the first day of the month for the previous month's services.
- Personnel stand down for shift change: Maximum ten (10) hours only for a shift change on a rostered swing. The Company will not be charged for stand down at the start and end of a roster.
- The Company will not be charged for any hire equipment without prior written approval from the Company Representative.
- The Company will not be liable for travel and will only provide return flights from Perth to Site or a return bus service from Geraldton to Site on selected days.
- The Company will not be charged for any travel time without prior written approval from the Company Representative.

#### 5.1 Pre-Mobilisation

Prior to mobilising to site, the Contractor will be required to provide to the Company the following documentation for review and approval:

- Personal Compliance Verification Form,
- Site Entry Request Form
- A Labour Request Form (LRF) signed by the Company must be received by the Contractor before any labour can be sent to Site.

#### 5.2 Basic Personal Protective Equipment

The Contractor shall provide basic PPE and as such Contractor's personnel must come to Site equipped with the following items as a minimum:

- Safety helmet (AS 1801)

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- Safety Footwear (AS/NZS 2210.1)
- High Vis with reflective tape cotton Long Sleeve Shirt
- Long Leg Cotton Trousers
- Gloves (AS 2161)
- Safety Glasses (AS/NZS 1337.6)
- Hearing Protection
- Personal Isolation Locks (Red) x 5
- Drink Bottle & Cover

PPE is included in the rates and will not be paid by the Company.

### 6. SAFETY REQUIREMENTS

All work undertaken shall be carried out with the greatest regard and attention to safety. The Occupational Health and Safety Management Plan document number 1000-HS-PLN-1001 outlines the minimum safety and health requirements to be implemented in delivery of services to the Company. The Contractor shall comply with all safety requirements of the relevant Acts, Regulations, By-Laws, Codes of Practice, Standards and other regulatory requirements.

#### 6.1 General

The Contractor shall ensure that any person entering the Site has received and successfully passed the Company's induction program.

The Contractor's personnel shall carry out all work in a safe and professional manner and in accordance with the Mines Safety and Inspection Act and the regulations thereto as amended.

Daily pre-start meetings shall be attended by all Site personnel, contractors, subcontractors and the Company's site representatives.

The Contractor's personnel shall participate in the development of JHA's (Job Hazard Analysis) for specific tasks as required by the Company's safety requirements or as instructed by the Company's Site Representative.

#### 6.2 Respiratory Protection Program

In designated areas of the Company's workplace, it will be a mandatory requirement to wear respiratory protection (P2 dust mask). The P2 dust masks required to be worn only provide effective respiratory protection if there is a high quality fit of the mask against the facial skin of the wearer. To ensure the maximum effectiveness of this PPE is achieved, every person who is required to wear a mask will need to have completed a quantitative fit test.

The quantitative fit test measures the protective effectiveness of the mask against inhalation of all types of airborne respirable particles under 'ideal' conditions. Ideal conditions include that the wearer is clean shaven in any area that the mask seal contacts the skin. To ensure the quality of fit, the wearer will need to remain clean shaven (i.e. daily) in the mask seal contact area to ensure the mask is providing adequate protection in alignment with Australian Standard (AS/NZS 1715:2009).

Personnel from the Contractor who are onsite on a permanent basis (i.e. on a roster or for a continuous period greater than one month) will be provided with a 3M 7500 or 6500 series half face respirator at no cost and will be fit tested by the Company.

If personnel from the Contractor are leaving Site on a permanent basis, they will be required to hand back their mask to the Company. The cost (\$75.00) of any masks that are not handed back to the Company will be back charged to the Contractor.

If personnel from the Contractor wish to retain facial hair that does not facilitate the successful fit test of a 3M 7500 or 6500 half face respirator, then they can utilise a Powered Air Purifying Respirator (PAPR). The Company will not supply PAPR to personnel.

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Personnel from the Contractor who are brought onsite for shutdowns or short term periods (< one month) will need to comply with this program however the Company will NOT fit test these personnel or provide them with a 3M 7500 or 6500 half face respirator.

The Company will provide Contractor short term personnel with 3M Disposable FF 9320 P2 Respirators at no cost to the Contractor.

To comply with the program requirements, the Contractor must;

- As part of the on-boarding process provide documentation stating that a successful quantitative fit test which complies with AS/NZS 1715:2009 was achieved with the 3M Disposable FF 9320 P2 Respirator which must have been completed in the past 12 months

OR

- As part of the on-boarding process provide documentation stating that a successful quantitative fit test which complies with AS/NZS 1715:2009 was achieved with an alternative P2 respirator which must have been completed in the past 12 months AND provide their contractor personnel with the relevant respirators for use onsite at no cost to the Company.

Any Contractor short term personnel with facial hair that does not comply with (AS/NZS 1715:2009) requirements will need to supply their own PAPR at no cost to Company.

Any Contractor personnel who does not meet the facial hair restrictions and chooses not to shave or provide their own PAPR will be asked to leave site. Any costs incurred by the Company will be back charged to the Contractor.

### 6.2.1 Contractors

Personnel who are brought onsite for shutdowns (i.e not on a regular roster) will need to comply with this program however the Company will NOT be in a position to fit test these personnel or provide them with a 3M 7500 half face respirator.

The Company will provide contractor with 3M Disposable FF 9320 P2 Respirators at no cost to the Contractor.

To comply with the program requirements, Contractor companies must;

- As part of the on boarding process provide documentation stating that a successful fit test which complies with AS/NZS 1716 was achieved with the 3M Disposable FF 9320 P2 Respirator which must have been completed in the past 12 months

OR

- As part of the on boarding process provide documentation stating that a successful fit test which complies with AS/NZS 1716 was achieved with an alternative P2 respirator which must have been completed in the past 12 months AND provide their Contractor's personnel with the relevant respirators for use onsite at no cost to the Company.

Any shutdown personnel with facial hair that does not comply with AS/NZS 1716 requirements will need to supply their own PAPR at no cost to the Company.

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Any person who does not meet the facial hair restrictions and chooses not to shave or provide their own PAPR will be asked to leave site. Any costs incurred by the Company will be back charged to the contractor.

### **6.3 Health Surveillance (including medicals)**

The Contractor will provide the Company with pre-employment medicals for;

- Permanent Contractors (i.e. on a roster)
- Short Term Contractors (required to work onsite for more than one consecutive month)

The pre-employment medical will need to include the following;

- Pre-employment medical assessment
- WorkCover compliant Audiometry
- Spirometry
- Functional Musculoskeletal assessment
- Drug and alcohol screen

All pre-employment medicals must be provided to the Company before personnel arrive onsite and as such will be included in the on boarding process.

Short term personnel (i.e. not rostered or onsite < one month) will complete a medical questionnaire / declaration as a minimum. The medical questionnaire / declaration will be provided to the Company before personnel arrive onsite and as such will be included in the on boarding process. The format and questions will need to be approved by the Company.

Note: The review process of these medicals and questionnaire/declarations still needs to be established in consultation with the Contractor and Company HSE department.

### **7. INTERFACE WITH OTHER CONTRACTORS**

The Contractor shall co-operate where necessary with other contractors to ensure continuity of services and a safe work environment.

The Contractor will liaise with the Company's Representative with regard to all interaction with other consultants, contractors and organisations working on the project.

### **8. COMPANY SUPPLIED**

The Company shall supply the following:

- Accommodation and messing for personnel at the village in accordance with the Company's site procedures
- Air travel between Perth and the village in accordance with the approved manning numbers;
- Bus travel between Geraldton and the village in accordance with the approved manning numbers;
- Diesel fuel at the Karara Mine site in accordance with the Company's procedures;
- Site and area inductions at no cost to the Contractor;
- Medical facility at the village and Operations Site;
- Specialised PPE when required.

#### **8.1 Mobilisation & Demobilisation**

The Company will provide mobilisation from the following locations to the Karara Mine site:

- Perth Airport (Cobham Terminal)
- Geraldton Airport (Bus Service – Limited days)

The Company will arrange and provide flight or bus charters at no cost to the Contractor.

In some instances alternative arrangements will be made where there is a requirement for personnel to drive to site. This will be managed on a case by case basis with appropriate approval from the Company.

Unless approved by the Company all travel to and from site is at the Contractor or Contractor personnel's costs.

## **9. APPLICABLE DOCUMENTS**

All work covered by this Scope of Services shall comply with the applicable statutory requirements of Federal, State and Local Authorities of Australia, and shall comply with the nominated Codes, Standards and referenced standards within these.

All work to be furnished by the Contractor shall conform to the requirements of the following documents and they shall form part of the contract.

The Contractor shall note that if there is any doubt, the hierarchy of the documents are indicated below:

- a) All Statutory Authorities having jurisdiction over the works;
- b) This Scope of Services document;
- c) The latest editions of relevant Company / Principal's Standards and Specifications;
- d) Standard Association of Australian Standards; and
- e) All other relevant publications and regulations.

Where Standards applicable to the work are not published by the Standards Association of Australia, then relevant International Standards shall apply subject to the written approval of the Company.

### **9.1 Procedures, Standards and Specifications**

The scope of services shall be executed in accordance with the following documents but not limited to the following documents. It shall be noted that Karara Mining Limited is in the process of upgrading their documents into Corporate Standards. The issue of an equivalent Corporate Standard shall supersede the previous project standard.

Table 6: Document List

Document No.	Title
CORP-HS-POL-1001	OCCUPATIONS HEALTH & SAFETY POLICY DATED APRIL 2014
CORP-HS-POL-1008	LIFE SAVING COMMITMENTS
CORP-HS-POL-1031	FATIGUE MANAGEMENT POLICY
CORP-HS-PLN-1001	HEALTH & SAFETY MANAGEMENT PLAN
CORP-HS-PLN-1003	EMERGENCY MANAGEMENT PLAN
CORP-HS-PLN-1011	HEALTH, SAFETY & TRAINING PRE-MOBILISATION REQUIREMENTS
CORP-HS-PRO-1008	MOBILE PLANT, EQUIPMENT AND LIGHT VEHICLE

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Document No.	Title
	PROCEDURE
CORP-HS-PRO-1022	SITE ENTRY AND SECURITY PROCEDURE
CORP-HS-PRO-1041	OH&S RISK MANAGEMENT PROCEDURE
CORP-HS-FRM-1085	HSE CONTRACTOR PRE-QUALIFICATION QUESTIONNAIRE
1000-HS-FRM-1053	MOBILE PLANT, EQUIPMENT AND LIGHT VEHICLE ACCESS REQUEST, INSPECTION AND RISK ASSESSMENT
1000-HS-STD-1042	STORAGE AND USE OF HAZARDOUS SUBSTANCES STANDARD
CORP-HS-STD-1042	STORAGE AND USE OF HAZARDOUS SUBSTANCES STANDARD
CORP-HR-POL-1013	SITE COMMUTE AND REGIONAL TRAVEL POLICY
CORP-EN-PLN-1008	FAUNA MANAGEMENT PLAN
CORP-EN-PLN-1010	DUST MANAGEMENT PLAN
CORP-EN-PLN-1011	FLORA AND VEGETATION MANAGEMENT PLAN
CORP-EN-PLN-1013	ENVIRONMENTAL WASTE MANAGEMENT PLAN
CORP-EN-PLN-1020	OPERATIONAL ENVIRONMENT MANAGEMENT PLAN
CORP-EN-FRM-1009	VEHICLE AND MOBILE EQUIPMENT WEED INSPECTION FORM
CORP-QA-SPC-1003	CONTRACTOR QUALITY REQUIREMENTS SPECIFICATION
1000-AD-FRM-1050	KML PERSONEL COMPLIANCE VERIFICATION