



SCOPE of WORKS

Remedial Massage Services

Ref: PH-CON-710

OZ MINERALS PROMINENT HILL OPERATION PTY LTD (ABN 63 091 546 691)

(OZ Minerals)

1.0 INTRODUCTION

OZ Minerals Prominent Hill Operations Pty Ltd (OZ Minerals) is seeking expressions of interest from companies with the capability and capacity to provide Remedial Massage services at its mine site in South Australia.

1.1 OZ Minerals Overview

OZ Minerals is a copper-focused international company based in South Australia. Listed on the Australian Securities Exchange (ASX100), it has a growth strategy that is focused on creating value for all stakeholders. To ensure success, the OZ Minerals strategy is to have a copper core with multiple assets, LEAN business principles and a customer focus. It has a strong commitment to safety; capital discipline and its values underpin everything it does.

OZ Minerals is a Modern Mining Company that adapts to an ever-changing environment, harnessing the innovative ideas of its people and collaborating to leverage the experience of those around them. As Australia's third largest copper producer, with quality assets, a healthy cash balance and no debt, OZ Minerals is ideally positioned for global growth. OZ Minerals owns and operates the copper-gold mine at Prominent Hill and Carrapateena. Both Mines are in South Australia.

OVERVIEW

Company Snapshot

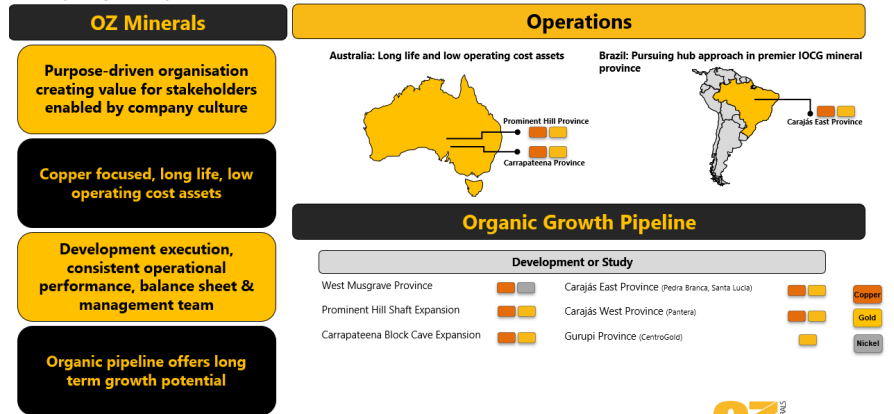


Figure 1: OZ Minerals' Operations

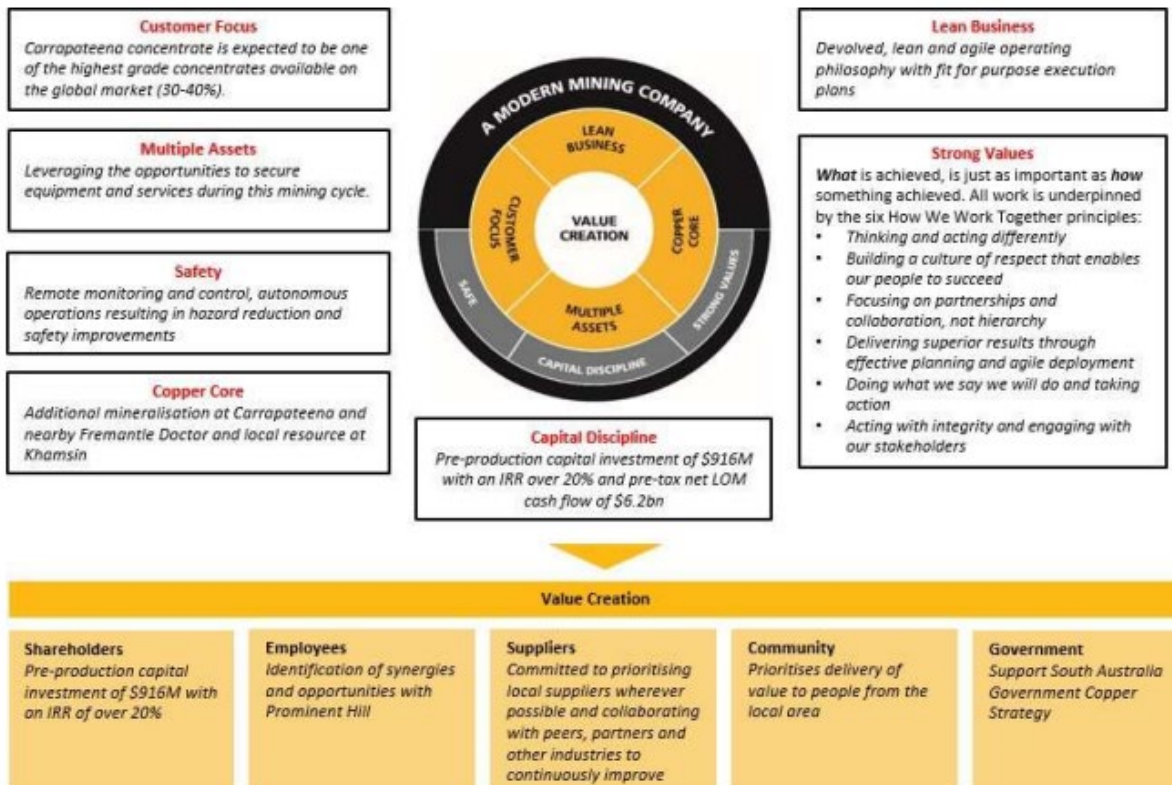
It is important for OZ Minerals to be a welcome member of the community and it actively seeks opportunities to contribute to society in positive ways. OZ Minerals values its social licence to operate and energetically works to maintain it through its daily behaviour and conduct. OZ Minerals believes that what it does, how it does it and working together is an important part of value creation. To be successful for its stakeholders, OZ Minerals is: Thinking and acting differently

- Building a culture of **respect** that enables its people to succeed
- Focusing on partnerships and **collaboration**, not hierarchy
- Delivering superior **results** through effective planning and agile deployment
- Doing what it says it will do and taking **action**
- Acting with **integrity** and engaging with its stakeholders

1.2 OZ Minerals Strategic Aspirations

Our Prominent Hill mine is consistent with, and supports the strategic direction of, OZ Minerals as ‘A Modern Mining Company’ (as shown in Figure 2), including:

- A focus on operational excellence and adaptability through innovation and a lean & agile operating philosophy
- An operation that is integrated into and prioritises the Upper Spencer Gulf, Outback Communities and South Australia, ensuring value creation for local communities and greater workforce certainty
- Incorporation of latest proven technologies to permit remote monitoring and control, autonomous operations and the new possibilities for risk reduction, safety improvement, process optimisation and equipment utilisation that will come from the next wave of technology
- Latest technology to enable efficient development and operations of the resource to maximise benefits to all stakeholders
- Collaboration internally across business units and externally with our peers, partners and other industries to allow a learning and continuously improving operation
- Fit for purpose execution, delivery, and operational strategies with a considered allocation of risk
- Leveraging opportunities to secure people, equipment, and services during the current mining cycle

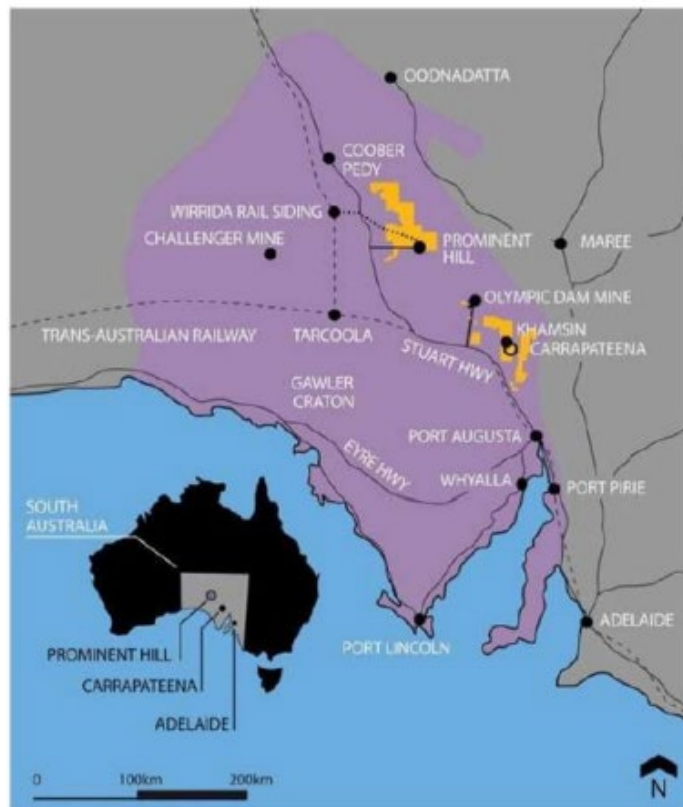


1.3 Prominent Hill Overview

The Prominent Hill gold and copper mine is 650km north-west of Adelaide, about 130km from Coober Pedy in the Gawler Craton. Operating a copper gold mine in South Australia, currently producing in the lowest cost quartile globally and delivering on its annual production guidance for the past five years. Mining operations commenced in 2006 when pre-strip for the open pit began. Open pit ore processing started in 2009 and in 2018 the site converted to an underground-only operation ramping up to a 4 million tonnes per annum (Mtpa) run rate in 2020. Further plans to increase production to between 4 and 5 MTPA by 2022 were announced in August 2020.

During this time, Prominent Hill's operations have continually evolved as we moved from an open pit mine to an underground-only operation. Today our operation involves an underground mine, conventional crushing and grinding, and a flotation processing plant.

The site is accessible directly by air and from the Stuart Highway by a 45 km all-weather road used for materials and equipment supply and concentrate haulage. Grid power is provided, and water provided from a dedicated bore field.



1.4 OZ Minerals' Supplier Partnerships

OZ Minerals is committed to ethical and sustainable procurement

At all times we aim to:

- Achieve the highest standard of safety and health in all activities we are engaged in
- Respect the local communities and the environment in which we operate
- Identify and work with best practice suppliers
- Establish relationships that mutually benefit all parties
- Encourage efficiency, continuous improvement and innovation among our suppliers

Obtain goods and services from approved suppliers that meet internal and external specifications that are competitively priced

2.0 SCOPE OF WORK

2.1 Work Included

The Scope of Work shall include, but is not necessarily limited to the following:

The Contractor is to provide the following services on Site:

- Client health information gathering and physical assessment of the clients condition (all data will be stored on an internal database, no external storage of information)
- Treatment and evaluation
- Information regarding client self-management
- Confidentiality of client information
- Referral of a client to an appropriate health professional when necessary

If the Contractor sees benefit of providing addition allied health services this can be included in the scope if agreed to by both parties.

2.2 Deliverables

The Contractor shall provide OZ Minerals with monthly reports detailing all activities relevant to the Services provided on Site.

2.3 Schedule

OZ Minerals and the Contractor will agree the schedule in advance prior to issuing a PO.

These services will be required as per the following:

Flying into site from Port Augusta Airport or Adelaide Airport, Monday AM and conducting half hourly sessions from 10am – 1pm, 2pm – 4:30, then again from 6pm-9pm.

Tuesday from 9am – 9pm with 2 ½ hour break broken up throughout the day.

Wednesday from 7am – 10:30am then flying back to either Port Augusta Airport or Adelaide Airport.

2.4 The Contractor is responsible for the timely execution of the contract

The Contractor shall provide a contract schedule with nominated milestone commencement and completion dates. These milestones shall, as a minimum, consist of the following phases, Specific Requirements.

2.4.1 Qualifications, Competencies and Skills

The Contractor shall ensure that for the term of the Agreement, they maintain qualifications and skills to fulfil the expectations of the services as specified, and supply to OZ Minerals prior to arriving on site, evidence of all license and registrations required by Law.

2.4.2 Safety

The Contractor shall be responsible to abide by all of OZ Minerals Prominent Hill Operation safety management system standards and policies (see attached Woomera Access Agreement)

2.4.3 On Site Meetings

Contractor Personnel attending Site shall attend and actively participate (when required) in the following:

- Scheduled pre-start meetings prior to the commencement of each working shift;
- Toolbox meetings;
- Service reviews as requested by an OZ Minerals Representative

2.5 Contractors Personnel

2.5.1 Fatigue Management

It is an OZ Minerals requirement that all personnel working on Site comply with the requirements of the OZ Minerals Fatigue Management Standard included in Section 4 of this Minerals Standards and Specifications. These items shall be in good condition and working order at all times.

2.6 Flights and Accommodation

OZ Minerals provides a charter flight service to the Contractor's Personnel from Adelaide and Port Augusta Airports to and from Prominent Hill Mine Site for the purpose of the Supply.

Correct and complete travel forms must be submitted to OZ Minerals prior to approval being granted for travel to and from Site.

No show fees of \$200 per flight (one way) will be required to be paid by the Contractor

Interstate and regional flights will be the responsibility of the Contractor to and from Adelaide and Port Augusta Airport.

3.0 REFERENCE DOCUMENTS

The Contractor is to ensure that they comply with all OZ Minerals, Australian, International and Manufacturers Standards and Specifications at all times. If at any time the Contractor wishes to deviate from the existing Standards and Specifications, applications to do so must be submitted in writing to the OZ Minerals Representative for review and approval. Approval shall be at the OZ Minerals Representative's discretion.

All components shall be fabricated and installed to meet the requirements of current Australian Standards and statutory regulations where applicable, unless otherwise noted in this specification. The Contractor may propose alternative equivalent international standards. Any Deviation to the standards detailed in this specification must be approved by OZ Minerals in writing.

The following table of policies, procedures, and plans will be required to be adhered to and applied to for this Supply.

PROMINENT HILL	
DOCUMENT NUMBER	DOCUMENT TITLE
SAFETY & HEALTH	
Online - LMS	SITE INDUCTION
PH-0000-SEC-PLN-0003	Fire Prevention Principal Hazard Management Plan
PH-9999-SEC-PLN-0003	EMERGENCY MANAGEMENT PLAN
PH-9999-SEC-PLN-0004	SITE EVACUATION PLAN
PH-9999-SEC-PLN-0014	LIGHTNING MANAGEMENT
PH-9999-SEC-PLN-0015	OCCUPATIONAL HYGIENE MANAGEMENT PLAN 2019
PH-9999-SEC-PLN-0039	Vehicle Operations Principal Hazard Management
PH-9999-SEC-PLN-0040	HAZARDOUS CHEMICALS MANAGEMENT
PH-9999-SEC-PLN-0041	HEAT STRESS MANAGEMENT
PH-9999-SEC-PLN-0043	OCCUPATIONAL NOISE MANAGEMENT PLAN
PH-9999-SEC-PLN-0045	Fatigue Management Plan
PH-9999-SEC-PLN-0051	Prominent Hill Drinking Water Risk Management Plan
PH-9999-SEC-PLN-5019	Incident Management Plan
PH-9999-SEC-PLN-0049	Work Health and Safety Management Plan
PH-9999-SEC-PLN-5016	Air Quality, Airborne Dust and Other Contaminants (ADC)
PH-9999-SEC-PRO-0013	DRUG AND ALCOHOL MANAGEMENT
COMMUNITY	
PH-9999-SEC-SOP-0061	MANAGEMENT OF HERITAGE SITES
	WOOMERA ACCESS AGREEMENT
PH-9999-SEC-SOP-0061	ONSITE MANAGEMENT OF HERITAGE SITES
PH-9999-SEC-SOP-0060	PASTORAL ENGAGEMENT
ONLINE	SITE INDUCTION
ONLINE	AFP APPLICATION FORM
OZ MINERALS GOVERNANCE	
POLICIES	Employee Value Creation Policy
	Community Value Creation Policy
	Government Value Creation Policy
	Supplier Value Creation Policy
	Shareholder Value Creation Policy
PROCESS STANDARDS	Anti-Bribery and Corruption
	Incidents
	HEALTH AND WELLBEING PERFORMANCE STANDARDS

	<ul style="list-style-type: none"> • Fitness for Work
	<ul style="list-style-type: none"> • Health and Wellbeing Programs
	<ul style="list-style-type: none"> • Occupational Exposure Control
	<ul style="list-style-type: none"> • Lone Workers and Remote Travel
	SAFETY PERFORMANCE STANDARDS
	<ul style="list-style-type: none"> • Aviation and Travel

4.0 DOCUMENTATION

The Contractor shall supply the documentation deliverable under this Supply in accordance with the document standards provided by OZ Minerals.

SCHEDULE 1

Schedule Of Rates

ITEM	SERVICE	UNIT	COST (\$) (GST Excl.)
1.0	Remedial Massage Therapist	Day	

Daily rate will include 2 full days and one half day on the Wednesday, this includes travel time to and from site.

Flying into site Monday AM and conducting half hourly sessions from 10am – 1pm, 2pm – 4:30, then again from 6pm-9pm.

Tuesday from 9am – 9pm with 2 ½ hour break broken up throughout the day.

Wednesday from 7am – 10:30am then flying back to Adelaide.

SCHEDULE 2

Proposal

- Provide current qualifications and insurances.
- Provide past experience (Resume to be attached).
- Detail safety and hygiene measures used.

SCHEDULE 3

Woomera Access Agreement

The Contractor must ensure that Contractor Personnel comply with the Company's obligations under the Woomera Access Agreement as per the Woomera Obligations following in this schedule.

A key requirement of the Woomera Access Agreement is that all Contractor Personnel who on any of Prominent Hill's leases in the "Woomera Prohibited Area" must submit an application for an Australian Federal Police (AFP) Criminal Check obtained via an accredited body who has certification from Australian Criminal Intelligence Commission (ACIC).

More information can be found on:

<https://www.acic.gov.au/our-services/national-police-checking-service/find-out-more-information/accredited-bodies>

All persons (excluding govt bodies and pastoralists) onsite must provide a police clearance certificate with an issue date of 12 months or less. Applications or receipts of purchase are not accepted.

OZ Prominent Hill Community Relations and Site Compliance Department reserve the right to audit compliance with the Woomera Access Agreement at any time.

In addition to AFP Police Clearance Requirements, personal details from all personnel are required to be recorded in the Company's Learning Management System during the site induction and are shared frequently with the Department of Defence. More information on this process along with the Defence site access requirements is available on *1.4.OTEM008- Guidance Note Prominent Hill Compliance Process Information*

Non-compliance with any of the Company's obligations under the Woomera Access Agreement will lead to the exclusion of the Contractor and Contractor Personnel from the Site.

1. Woomera Obligations Background

The OZ Minerals Prominent Hill site is situated within the Woomera Prohibited Area in South Australia as proclaimed under the Defence Force Regulations. As a result of operating within the Woomera Prohibited Area OZ Minerals is subject to obligations imposed on it by the Commonwealth.

To ensure that OZ Minerals complies with its Woomera obligations the Contractor shall conduct itself in a manner that will not cause OZ Minerals to breach its Woomera obligations as set out in this Schedule.

Non-compliance with any of the obligations set out in this Schedule may lead to termination of this Agreement and / or exclusion from the Prominent Hill site.

2. Definitions

For the purpose of this Schedule the following definitions apply:

"Commonwealth" means Commonwealth Department of Defence or any related part or body.

"Contractor Personnel" means any of the Contractor's employees, Sub-contractors (including Sub-contractors Personnel), agents and representatives involved in the performance of the service.

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“Notified Period” means the period during which the Notified Restrictions as described under clause (p) will apply.

“Notified Restrictions” means the restrictions that may be notified by OZ Minerals to the Contractor under clause (p).

“Prohibited Area” means certain land occupied and used by Commonwealth at or about Woomera in the State of South Australia, proclaimed as a Prohibited Area pursuant to the Defence Act 1903 and Defence Force Regulations by Declaration published in the Commonwealth of Australia Gazette dated 12 July 1989 and which is operated pursuant to the Defence Forces Regulations.

“Sub-contractor Personnel” means in relation to a Sub-contractor, any of its employees, agents or representatives involved in performance of services.

“Site” means the OZ Minerals Prominent Hill Mining and Exploration area including ancillary access and infrastructure routes.

“Testing Activities” means all testing undertaken within the Prohibited Area for the purposes of testing War Materials.

“War Materials” means goods used for use for defence purposes and includes goods being developed for use for defence purposes or being tested for use, or the use of similar goods, for defence purposes, as defined by the Defence Force Regulations.

3. Contractor Obligations

- (a) The Contractor will ensure that all Contractor Personnel proposed to attend the Site will:
- (i) undertake a federal police clearance and proof of identity check before entering the Prominent Hill Site; and,
 - (ii) provide to OZ Minerals their full name and addresses: and,
 - (iii) consent to the details obtained in clause 3(a)(i) & (ii) to be provided to the Commonwealth.
- (b) The Contractor must ensure that any Contractor Personnel that refuses to provide the consents required by clauses 3(a)(iii) will not be brought onto the Site by the Contractor.
- (c) In the event that OZ Minerals requires the Contractor to obtain additional security clearances from the Commonwealth so that the Contractor can perform the services, the Contractor shall provide and additional information as required by the Commonwealth to OZ Minerals to enable OZ Minerals to apply to the Commonwealth for additional security clearances.
- (d) Not less than 21 days before entry to Site the Contractor must provide to OZ Minerals details of all equipment that the Contractor intends to bring onto Site to perform the services including, but not limited, to the following;
- (i) radio communication, telecommunications or other communications equipment;
 - (ii) electronic equipment that has a capacity to radiate, including transmitters;
 - (iii) explosives;
 - (iv) vehicles with a TARE weight exceeding 30 tonnes.
 - (v) Remotely Piloted Aircraft and Drones
- (e) The Contractor accepts that OZ Minerals reserves the right to refuse entry, or to place conditions on the right of entry of Contractor Personnel or types of Contractor equipment to the Site, if the Company is advised by the Commonwealth that such refusals or limitations are necessary for the protection of persons, property or official secrets in connection with the Commonwealth carrying out of operations for the testing of War Materials.

- (f) The Contractor and Contractor Personnel must at all times comply with any directions given to OZ Minerals by the Commonwealth concerning the protection of persons, property of official secrets in connection with the carrying out of operations for Testing Activities.
- (g) The Contractor and Contractor Personnel must not enter any portion of the Site or Prohibited Area that is marked with the sign "CLOSED PLACE" or over which a guard is mounted or which is enclosed by wire or by any other means unless duly authorised in writing by OZ Minerals.
- (h) The Contractor and Contractor Personnel must not intentionally remove, touch, interfere or tamper with any Commonwealth equipment, materials or installations situated on the Site including any War Materials, unless duly authorised in writing by OZ Minerals.
- (i) The Contractor and Contractor Personnel must notify OZ Minerals immediately of the location of any goods identified by the Contractor or Contractor Personnel as War Materials and found within the Site.
- (j) The Contractor and Contractor Personnel must not carry or discharge any firearms on the Site unless duly authorised in writing by OZ Minerals. The Contractor must ensure that Contractor Personnel have in their possession at all times whilst on the Site the authority or authorities (if any) issued to them authorising them to enter and be and remain on the Site and shall produce such authority or authorities as and when required to do so by OZ Minerals and/or the Commonwealth.
- (k) The Contractor must ensure that Contractor Personnel do not part with the possession of any authority or authorities mentioned in clause 3(k) and shall immediately deliver-up to OZ Minerals any such authority or authorities on the suspension or termination for whatever reason of this Agreement.
- (l) In the event of loss of any authority or authorities referred to in clause 3(k) the Contractor must ensure that Contractor Personnel immediately report such loss to OZ Minerals and furnish to OZ Minerals a full written explanation of how such loss occurred and any other details that may be reasonably required by OZ Minerals.
- (m) The Contractor must ensure that Contractor Personnel if requested by OZ Minerals carry communications equipment that is consistent with the Defence Centre, Woomera communications network and ensure that all Contractor Personnel maintain scheduled contact as required by the Commonwealth.
- (n) The Contractor must comply with any or all of the following Notified Restrictions during any Notified Period as notified by OZ Minerals;
 - (i) adhere to any limits place on movement within the Site or remain within a specified area of the Site;
 - (ii) evacuate the Site;
 - (iii) move into shelters within the Site;
 - (iv) cease all electronic communications and emissions;
 - (v) observe radio silence.
- (o) The Contractor shall not disclose to any person or body any information relating to any equipment, materials, or installation, owned by, or under the control of, the Commonwealth or any foreign government without the prior written approval of OZ Minerals.
- (p) The Contractor may make sketches, plans, photographs, models or notes of any fencing, telegraph poles, telephone poles, wires, roads and tracks for the purposes of performing the services but shall not, without the prior written approval of OZ Minerals, make them for any other purpose, especially regarding any article, building, document or material belonging to the Commonwealth or its contractors or agents.

- (q) OZ Minerals (in its discretion) may require that the Contractor ensures that any Contractor Personnel who has failed to meet the requirements of this Schedule must remove themselves from the Site immediately. The expense associated with the removal of any Contractor Personnel from Site shall be to the account of the Contractor.
- (r) The Company reserve the right to add, edit and/or delete any of the conditions imposed on Contractors under this Contract as either directed by the Department of Defence and/or as deemed necessary by the Company to comply with the Woomera Prohibited Area Deed.
- (s) If the Contractor has been engaged to undertake exploration activities for OZ Minerals, all proposed targets and activities must be communicated to OZ Minerals prior to the commencement of activities.
- (t) The Contractor shall remove all its plant and equipment at the conclusion of operation.