

# Inclement Weather Policy Statement



The purpose of this Inclement Weather Policy is to provide guidelines and procedures for employees of Taylor and subcontractors during severe weather conditions that may impact the safety and well-being of individuals and operations. This policy aims to ensure the safety of employees while maintaining essential business operations to the extent possible.

## We recognise

Our moral and legal responsibility is to provide a safe and healthy work environment for all employees and visitors by monitoring and controlling, as far as reasonably possible, workers' exposure to adverse conditions or inclement weather.

## Scope

This policy applies to all employees, including subcontractors, and their workers, service providers, and visitors. It covers situations where inclement weather such as extremely high temperatures, rain, lightning, and air quality events poses a significant risk to employees' ability to conduct their work safely.

## Monitoring and communication

- **Weather Monitoring:** Taylor will closely monitor weather conditions through reputable sources, such as local authorities, the nearest Bureau of Meteorology (BOM) weather station, or emergency management agencies.
- **Communication Channels:** Taylor will establish designated communication channels, such as daily pre-starts, toolbox talks, notice board communications, text messages, emails, and phone calls, to disseminate timely updates and instructions to employees during inclement weather events.

## We will

- Consult with employees, elected committee members, and subcontractors to establish work arrangements, as reasonably practicable, when hot and/or cold exposure becomes relevant.
- Where possible, alter the work schedule and increase rest breaks.
- Require our employees to be mindful of, and to utilise, the heat and UV exposure arrangements and provisions to ensure their well-being and the well-being of co-workers.
- Provide facilities for access to temperate fluids at frequent intervals and provide UV-resistant protection for personal application.
- Continually improve our workplace layouts and work position for the tasks being performed.
- Regularly monitor activities and individual behaviours.
- Set realistic work rates where the work or activities are exposed to uncontrolled climatic conditions.
- Require essential personnel to make themselves available, to assist in the safe return to work following any inclement weather delays.

During periods of inclement weather, all employees should exercise caution and common sense in determining their ability to travel to and from the amenities and their work location safely.

This policy will be reviewed in January 2026.

**George Bardas**  
Chief Executive Officer