Proeye Communications & Security Systems



ENVIRONMENTAL HEALTH & SAFETY (EHS) MANAGEMENT PLAN

April 2026

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ENVIRONMENTAL HEALTH & SAFETY (EHS) MANAGEMENT PLAN

Proeye

Proeye Communications and Security Systems and The Trustee for Proeye Communications & Security Systems Trust also known as Proeye Communications & Security Systems or Proeye.

Proeye has been in the Broadcasting, Internet, Telecommunications, and Security Electronics business since 1999, specialising in a whole range of telecommunications and security systems.

Proeye has a proven record in delivering customised end-to-end solutions. We partner with industry from Design, Supply, Install, and management of solutions.

Our diverse range of partners include, wireless design engineers, manufacturers, systems integrators, application engineers, network engineers, carriers, business centres, and installers.

Executive Summary:

The well-being and safety of employees, contractors, clients, and all individuals engaged in our operations and ventures are paramount. This Environmental Health & Safety (EHS) Management Plan outlines our dedication working towards maintaining a secure and safe work environment and details the responsibilities of every stakeholder in ensuring compliance with health and safety standards.

Application to Everyone in the Workplace:

This policy is applicable to all people involved in activities and engagement with us. In summary it applies to employees, contractors, clients, management staff, and subcontractors across all work premises, including office locations, client sites, and other locations where our work activities are performed.

Revokes: any/all Previous Proeye ENVIRONMENTAL HEALTH & SAFETY (EHS) MANAGEMENT PLAN

Effective Date - 30 April 2026

Signed

Paulo Di Berardino
Principle - Proeye Communications & Security Systems
Date 30 aPRIL 2026

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1. DOCUMENT CONTROL

Project: Mobile Repeater DAS Installations
Location: Various Sites
Prepared By: Proeye Communications & Security Systems
Approved By: Paul Di Berardino (Director)
Version: 1.0
Date: 30 April 2026

2. Purpose

This Environmental Health & Safety (EHS) Management Plan outlines the systems, procedures, and controls implemented to ensure the safe execution of Telecommunications works including:

- Mobile Repeater Installations (Cel-Fi, DAS systems)
- Internal and external antenna installations
- Roof donor antenna installations
- Coaxial and structured cabling works
- Testing, commissioning, and optimisation

This plan applies to:

- All Proeye employees
- Subcontractors (e.g., electricians)
- Visitors and stakeholders on-site

3. EHS OBJECTIVES

- Zero harm to workers, clients, and public
- Full compliance with WHS legislation and codes
- Elimination or minimisation of environmental impact
- 100% compliance with SWMS and site procedures
- Continuous improvement in safety performance

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4. ROLES & RESPONSIBILITIES

Director

- Overall responsibility for EHS compliance
- Approval of EHS Plan

2IC / Project Lead

- Site supervision
- Implementation of safety controls
- Coordination with builder and trades

HR, Admin & OH&S Officer

- Training, documentation, compliance tracking
- Incident reporting administration

Technicians / Installers

- Follow SWMS and site rules
- Use PPE correctly
- Report hazards and incidents

Subcontractors

- Must comply with Proeye EHS Plan
- Provide relevant licences and SWMS
- Responsible for their own specialised works (e.g. electrical)

5. LEGISLATION & STANDARDS

- Work Health and Safety Act & Regulations (VIC)
- Codes of Practice (Safe Work Australia)
- Telecommunications Act 1997
- NCC (National Construction Code)
- ACMA requirements for repeaters
- AS/NZS Standards relevant to cabling and safety

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6. EHS MANAGEMENT SYSTEM

6.1 Hazard Identification

Hazards are identified through:

- Pre-start meetings
- Site inspections
- SWMS development
- Ongoing observation

6.2 Risk Assessment

All hazards are:

- Assessed using likelihood vs consequence
- Assigned an initial risk rating
- Controlled using hierarchy of control

6.3 Hierarchy of Controls

1.Elimination
2.Substitution
3. Engineering controls
4. Administrative controls
5. PPE

6.4 Monitoring & Review

- Daily site monitoring
- Supervisor inspections
- Review following incidents or changes

7. HIGH-RISK ACTIVITIES

Key High-Risk Work

- Working at heights (roof antenna installs)
- Ladder and EWP use
- Core drilling and penetrations
- Working in ceiling spaces
- Working near electrical services

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8. SAFE WORK METHOD STATEMENTS (SWMS)

- Required for all high-risk activities
- Reviewed prior to work
- Signed by all workers
- Monitored during execution
- Updated if conditions change

9. PLANT & EQUIPMENT MANAGEMENT

All equipment must be:

- Tagged and tested
- Maintained in safe condition
- Includes:
- Ladders
- Power tools
- Core drills
- RF testing equipment
- Subcontractor equipment must comply

10. SITE SAFETY REQUIREMENTS

10.1 PPE

- Hard hat (where required)
- High visibility clothing
- Safety boots
- Gloves
- Eye protection
- Respiratory protection (if required)

10.2 Housekeeping

- Keep work areas clean
- Secure cables during installation
- Remove waste regularly

10.3 Site Inductions

All workers must complete site induction

Comply with builder/site-specific rules

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11. SPECIFIC RISK CONTROLS (DAS INSTALLATIONS)

11.1 Working at Heights

- Use harnesses and anchor points
- Ladder safety procedures
- Weather conditions assessed

11.2 Roof Donor Antennas

- Secure mounting systems
- Wind condition assessment
- Safe access routes

11.3 Manual Handling

- Use trolleys/forklifts
- Team lifting
- Avoid overexertion

11.4 Ceiling & Confined Spaces

- Pre-inspection
- Ventilation and lighting
- PPE for dust/heat

11.5 Electrical Safety

- Electrical work by licensed subcontractors only
- Isolation where required
- Use of protected circuits

11.6 Interaction with Other Trades

- Coordination with builder
- Clear communication
- Maintain exclusion zones where required

12. ENVIRONMENTAL MANAGEMENT

- Waste disposed appropriately
- Minimise dust during drilling
- Noise controlled to permitted hours

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- No pollution or contamination

13. INCIDENT MANAGEMENT

13.1 Reporting

All incidents must be reported immediately to:

- Supervisor
- Project Lead
- HR OH&S Officer

13.2 Emergency Response

- Follow site emergency procedures
- Evacuate if required
- Contact emergency services (000)

13.3 Investigation

- Root cause analysis
- Corrective actions implemented
- Records maintained

14. TRAINING & COMPETENCY

Workers must hold:

- White Card
- Relevant licences (if required)
- Working at Heights (where applicable)
- Equipment-specific training

15. CONSULTATION & COMMUNICATION

- Toolbox talks
- Pre-start meetings
- Coordination with site manager
- Communication of changes immediately

16. INSPECTIONS & AUDITS

Routine site inspections
Supervisor checks
Documentation of findings
Corrective actions tracked

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17. EMERGENCY PREPAREDNESS

Potential emergencies:

- Falls
- Fire
- Electrical incident
- Medical emergency

Controls:

- First aid kits available
- Emergency contacts displayed
- Workers aware of evacuation procedures

18. WELFARE FACILITIES

Provided by site (builder/client):

- Toilets
- Drinking water
- Break areas

19. INJURY MANAGEMENT & RETURN TO WORK

- Injuries reported immediately
- Suitable duties provided
- External provider engaged if required
- Compliance with Return to Work obligations

20. PLAN ACCESSIBILITY & REVIEW

EHS Plan available on-site (digital or hard copy)

Reviewed when:

- Scope changes
- New risks identified
- Incidents occur

21. END

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