Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** 240-70044602
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date: 09.09.2025	**Document Identifier** **Revision number** 5 **Revision date:** 30-Apr-27

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	*Consequence*	*Likelihood*	*Risk Priority Rating*	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood	Risk Priority Rating	**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
OFFICE ENVIRONMENT																							
Office Environment: General Adminstrative work; Office Furniture/Equipment	R	1	Microwave	1.1	Explosion or fire,	Safety	1. Defective equipment 2. Putting metals inside the microwave (spoons, forks and knives)	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 1 hr	1 Injury, 2 Fatality, 3 Property damage	1. Regular Inspection, 2. Never put sealed containers or metal implements into a microwave, 3. A fire extinguisher sited nearby 4. Air vents at side and rear be clear 5. Report (service request on sharepoint) and replace defective cables 6. Correct use/only for warming and not for cooking	5	B	II	Mostly effective	Reporting of defects followed by prompt corrective action Avoid putting metals inside microwave (employees to be made aware) Display of notices with rules for safe use	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Medupi SHE Spec 50 OHS Act 85 of 1993, Facilities Regulation 5 Env Reg 9 Basic Conditions of employment Act;	2026/08/30	In-progress & continuous	
				1.2	Burns or Scald/blister	Safety	1. Removing of hot utensils from the oven 2. Coming into contact with overheated food/liquids	Employees, People living with Disabilities & Visitors	Responsible Functional managers(accountable) & Employees(responsible)	Daily 1 hr	1 Injury, 2 Property damage	1. Plan ahead before pre-heating, 2. Open the container lead before you warm the food. 3. Leave the food to cool down before you remove food from the microwave.	4	B	III	Mostly effective	Awareness in safe use of microwave	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 Env Reg 9 Gen Safety Reg 3	2026/08/30	In-progress & continuous	
		2	Hydro boilers(Contact with steam, hot water)	2.1	Burns or Explosion,	Safety	1. Defective equipment 2. Coming in contact with hot water	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 1 hr	1 Injury, 2 fatality, 3 property damage	1. Regular Inspections 2. Report (service request on sharepoint) and replace defective cables 3. Safe and crrect use by cleaners 4. Safe positioning of equipments	5	B	II	Mostly effective	Reporting of defects followed by prompt corrective action Approach with care	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 7 Gen Safety Reg 3	2026/08/30	In-progress & continuous	
		3	IT & Electrical cables	3.1	Slip, Trip & Falls	Safety	1. Improper cable routing 2. Failure to secure the cables (cable truncking or conduits) 3. Lack of warning signages on cable truncking/conduits running on the floor	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 9 hrs	Lost-time Injury	1. Proper cable routing 2. Safe guarding 3. Avouding placing of cable along walkways	4	B	III	Mostly effective	1. Reporting of defects (poor cable routing/lack of securing) followed by prompt corrective action 2. Increase awareness on cables truncking/conduits on the floor (e.g. reflective strips/notices)	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 & 8 Env Reg 6 (2c&d)	2026/08/30	In-progress & continuous	
				3.2	Electric Sparks/Shock (electrocution)	Safety	1. Defective cables and plugs 2. Exposed wires	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 9 hrs	1 Injury, 2 fatality, 3 property damage	1. Regular Inspection of cables, DB boards 2. Monthly testing of main office	5	B	II	Mostly effective	Training and awareness Report (service request on sharepoint) and replace defective cables	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuous	
		4	Slippery Floor/ Uneven Surfaces (wooden walkway platforms)	4.1	Slip, Trip & Falls	Safety	1. Wet surfaces 2. Unaware of uneven surfaces 2. Rotten wooden platforms 4. Improper footwear (high-heels, flip-flops)	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Routine cleaning warning signage 2. Raise awareness on uneven surface (signages) 3. Replace damaged wooden platforms 4. Awareness (Adhere to dresscode as per Induction)	4	B	III	Mostly effective	Route diversion Reporting followed by regular inspections and maintenance SHE Reps to include in their inspections	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	OHS Act ,Env Reg 6 (2f)	2026/08/30	In-progress & continuous	
		5	Stairways/Staricases & Handrails	5.1	Slip, Trip & Falls	Safety	1. Not holding to handrails 2. Failure to secure handrails 3. Apply three point contacts while ascending and descending.	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Warning signs 2. Awareness 3. Structure inspections	4	C	II	Mostly effective	Personal awareness of surrounding Three point contact application	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Env Reg 6 (2d) & 9 (e-f)	2026/08/30	In-progress & continuous	
		6	Chairs, tables	6.1	Bumping onto/against. Falling from chairs Stranious positions	Safety	1. Incorrectly placed tables/chairs 2. Defective chairs & Horseplay 3. Incorrect sitting posture 4.Unergonomical ly fit chairs	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	Correct placing of office furniture, Guarding around sharp edges Inspections Mantainace of furniture	4	B	III	Mostly effective	Personal awareness of surrounding Defective reporting system	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 & 8 Env Reg 9 Gen Safety Reg 3	2026/08/30	In-progress & continuous	
		7	Doors and door handles	7.1	Caught By/Between the door or handle, (Sustain hand injuries)	Safety	1. Ensure proper door handling while getting inside and going outside the office 2. Lack of attention to the surrounding 3. Defective handles	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	Training & awareness, Occupational Health SHE Rep Inspection/survey	4	A	III	Mostly effective	Personal awareness of surrounding Resource availabilty for repairs and replacing	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Facilities Regulation 5(2B)	2026/08/30	In-progress & continuous	
				7.2	Restricted wheelchair access	Safety	1. Obstruction and narrow space at the main access door	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury Property damage	1. Wider access provided at H-Block main entrance 2. Always keep H-block main entrance clear of obstructions	2	A	IV	Mostly effective	Training and Awareness, Risk assessment,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Env Reg 9 d	2026/08/30	In-progress & continuous	
		8	Storing items on cupboards	8.1	Falling objects Pinch-points	Safety	1. Poor stacking and storage of files 2. Unattention when stacking files 3. Shelves not secured 4. Defectives doors	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Property damage , Injury	1.Inspect, Report and correct defects (shelves and doors) 2.Be vigiliant when stacking items 3.Be vigiliant when opening and closing doors 4.Do not stack items on top of shelves Ensure proper stacking practices inside cupboards	2	C	III	Fully effective	Training and Awareness, SHE Rep monthly inspection to identify housekeeping and report defects,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Gen Safety Reg 8	2026/08/30	In-progress & continuos	
		9	Baboons, Monkeys	9.1	Attacking personnel	Safety	1. Interacting with baboons/monkeys 2. Monkeys looking/accessing food	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1.Animal monitoring team in place 2. Use of gun ball o chase away animals 3. Stroger mechanisms to lock of waste bin 4. Avoiding eating at public spaces/ smoking areas	4	C	II	Mostly effective	Posting signs reminding of keeping doors closed Covering of luch boxes and food Personal awareness of surrounding, animal awareness training Additional resources posted at target areas	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
				9.2	Poor waste management practices (littering)	Safety	1. Baboons toppling waste bins 2. Lack of animal proof waste receptacles	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury Property damage	1. Proper waste management (waste bins provided) 2. Strategic positioning of waste bins	2	C	III	Mostly effective	Training and Awareness, Risk assessment,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		10	Smoking in undesignated areas	10.1	1. Improper disposal of cigarette buds leading to Fire risk 2. Exposing employees as secondary smokers	Safety	1. Ignorance of following the rules (Behavioural issue) 2. Insufficient designated smoking areas 3. Disposing of the cigarrete buds next to combustible source (grass/papers/flammable liquids)	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Property damage Lost-time injuries	1. Provision of smoking areas 2. Placing extinguisher by the smoking areas 3. Posting health and safety posters 4. Cleaning of smoing areas	4	B	III	Mostly effective	Awareness and training on smoking Smoking Policy Posted	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 and Regs Tobacco Act	2026/08/30	In-progress & continuos	

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												Designation: General Manager- Project Manager							**Revision number**	**5**			
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Incompetency while performing activities	R	11	Unskilled personnel /untrained workforce	11.1	Poor judgement which lead to injuries	Safety	1. Lack of knowledge or skill, 2. Insufficient training, 3. Language barrier, 4. Incompetent trainer/assessor 5. Operating without authority	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury	1.Training needs analysis & matrix, 2. Training presented by accredited training service providers. 3. SHE Inductions	5	C	II	Mostly effective	On duty training and coaching Management Plant Walkabout Planned Task Observation Site operataions rules	Audit Reports Incidents Reports Management Walkabout Reports	Departmental Managers & Employees	form 23 & 24 OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act; The Constitution of the Republic of South Africa	2026/08/30	In-progress & continuous	
Working Conditions	R	12	Excessive / compressed working hours Night shift Pregnant woman Employees with disability	12.1	Fatigue Physiologically unfit Physical strain	Safety	1. Accelerated work program, 2. Working longer hours without rest periods 3. Meeting tight deadlines (work overload/pressure) 4. Limited resources (staff) 5. Unavilability of resources to accomodate need 6.Unsuitable work areas	Employees People living with Disabilities Visitors Pregnant woman	HR Health and Wellness Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1.Fatality, 2. Injury, 3. Medicals	1. Rotation of employees 2. Compliance to Basic condition of employment Act 3. Providing Rest Period (days off) 4. Communication and awareness of overtime management 5. Availability of Employee Assistance Programme 6. Clinic /Health facility on site 7.Proper facilities to accomodate disabilities	5	C	II	Mostly effective	Leave management Long pay weekend Maternity leave available Review of risk exposure and scope Medical surveillance Availability of resources Occupatinal Hygiene survey programme in place	Signing register, Clocking device Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 & its Rulations Leave management procedure; Basic conditions of service, basic condition of employment Act and Labour relations Act Eskom Helth and Wellness procedure 32-1122	2026/08/30	In-progress & continuous	
		13	Compromised rights of employees Abuse of employee	13.1	1. Limitiations of employees to their benefits 2. Physiologically depressed employees 3. GBV to employees 4.Work violence	Health	Non compliance the BCEA Company process not in place Liability of Management to ensure	Employees Females Pregnant and breastfeeding females	GM Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury Phycological disturbance	1. Compliance to the BCEA 2. Organisational procedure for managing e.g. Rights to refuse work, Disciplinary processes office and HR in place 3. Communication and Awareness 4. Availability of Employee Assistance Programme	5	C	II	Mostly effective	Posting the BCEA on site public areas Induction Record keeping POPIA compliance	Reports anallysis	Responsible Managers & Employees	BCEA No 75 1997 POPIA OHS Act 85 of 1993 & its Rulations procedure; Basic conditions of service, basic condition of employment Act and Labour relations Act	2026/08/30	In-progress & continuous	
Communication of instructions and messages	R	14	Language barrier/misinterpretation	14.1	Poor information / knowlegde transfer,	Safety	1. Unclear/ambigous instructions, 2. Different language (cultures), 3. No interpreters	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injury,	1. Request of interpreters, 2. Team leaders/supervisors understand preffered business language 3. SHE Induction	5	A	II	Mostly effective	Signage Use of prfered language were posible Direct /one on one communications Use of difference communication media	Audit Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 35, OHS Act 85 of 1993 sec 13 & its regulations	2026/08/30	In-progress & continuous	
		15	Network coverage due to loadshedding	15.1	Undelivered message/Unclear message reaching recipient	Safety	1. General network interruption (loadshedding/Cable theft at network towers)	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	During loadshedding schedule	1. Fatality, 2. Injury,	1. Planning of meetings according to loadshedding schedule 2. Notification of person whereabouts 3. Security Patrol vehicles	5	A	II	Mostly effective	Physical contact/engagements Enegy back up equipments utilised	Meeting minutes (emergency related)	Departmental Managers & Employees	Eskom Emergency Procedure	2026/08/30	In-progress & continuos	
Labour and community unrest	N	16	Strike (Protest action)	16.1	Intimidation; Violence; Panic	Safety	1. Militant unions use workers to further their aims as competing unions present on site. 2. Trouble-makers incite unrest, 3. Lack of local employment opportunities 4. Employee Disgruntlement/dissatisfaction 5. Demobilisation due to project completion (Poor planning on demob strategy) 6. Poor communication 7. Unfair demob process 8. Unions and Shopstewards not consulted 9. Training provided not meeting employees needs for after project 10. Management/supervisor intolerance, 11. Peer pressure, 12. Unreasonable expectations 13. Misleading by local leaders	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once in a while (adhoc / infrequent)	1. First aid and Lost-time Injuries, 2. Fatalities	1. Extensive informer network across all contractors enabled timely knowledge of intended strikes. 2. Stakeholder forums made of all unions 3. Communication alert (sms) 4. Reactive: Discuss with contractors on correct staff retrenchment procedures, discussion with workers on process to be followed 5. Community Liason structure in place 6. Have a open door policy communication 7. Emergency team on standby 8. Coverage by SANDF & SAPS team 9. Communication and awareness of PLA agreement 10. Employee Assistance Program 11. Demob plan and strategy in place 12. Demob plan communicated with employees in advance 13. Training programmes to equip employees with skills for after demob 14. Fair demob practises 15. Consultation with Unions and shopstewards	5	B	II	Mostly effective	1. Establish EP Centre to ensure prompt response 2. Establishe SAPS Support, 4 Estalish Security Intelligence gathering, 5 Estalish Security Systems, 6. Establish stakeholder involvement and preventative programmes	Meeting Minutes Incidents reports Communication / compliants registers IR Reports	Departmental Managers & Employees	OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act;	2025/06/30	In-progress & continuous	
				16.2	Property Damage	Safety	1. Throwing items on vehicles/buildings by protesters 2. Vandalism 3. Uncontrolled Protesters 4. Unlawful protest action	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once in a while (adhoc / infrequent)	1. Property damage incidents	1. Extensive informer network across all contractors enabled timely knowledge of intended strikes. 2. Reactive: Discuss with contractors on correct staff retrenchment procedures, discussion with workers on process to be followed Community Liason structure in place 3. Have a open door policy communication	1	C	III	Mostly effective	1. Security patrols, 2. Biometric system 3. Security Surveillance Camera 4. On bus access verification	Meeting Minutes Incidents reports Communication / compliants registers IR Reports	Departmental Managers & Employees	OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act;	2026/08/30	In-progress & continuos	
Security / Access Control	R	17	Lack of access control points	17.1	Unauthorized entry,	Safety	1. Broken parameter fence 2. In adequate security control system	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury,	1. Access control at the gates,. 2. Identification Cards, 3. Parameter Fencing 4. Activated EP response	2	A	IV	Mostly effective	1. Security patrols, 2. Biometric system 3. Security Surveillance Camera 4. On bus access verification	Audit Reports Incidents Reports Security Reports	Departmental Managers & Employees	SHE SpecForm 25 Plant safety Reg, General Safety Reg 2B	2026/08/30	In-progress & continuous	
CONSTRUCTION ACTIVITIES																							
Working at height	R	18	Heights/Elevated Position	18.1	Fall of persons	Safety	1. Lack of training, 2. Not utilising fall prevention/arrest devices. 3.Unguarded floor openings, 4. Unsafe work areas	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Lost-time Injuries	1. Working at height procedure implementation and enforcement, 2. Fall Protection Plan implementation and enforcement, 3. Working at height training, 4. Medical Surveillance, 5. Emergency Response and Rescue Plan 6. Monthly Audits 7. Management plant walkabout 8. Daily inspections	5	B	II	Mostly effective	1. Supervision, 2. Conformance to procedures, 3. Rescue Plan 4. Working at heights risk assessment 5. Toolbox talks 6. SHE Induction	Audits Reports Management walkabout reports Incidents Reports Scaffolding structure inspection checklist	Departmental Managers & Employees	SHE SpecForm 35 Constr Reg 10,16, 17, 18, 19 General Safety Reg 13A	2026/08/30	In-progress & continuous	

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				18.2	Fall of material	Safety	1. Lack of edge protection, 2. Use of tools without lanyards, 3. No containment / catchment (nets)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injury, 2. Fatality	1. Work at height procedure followed implementation and enforcement, 2. Plant Inspections, 3. Good housekeeping enforcement 4. Monthly Audits	5	B	II	Mostly effective	1. Barricading/exclusion Zones, 2. Lanyards attached to all tools 3. Toolbox talks 4. SHE Induction	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE SpecForm 35 & 62 Constr Reg 10, 19, 22 General Safety Reg 6, 13B	2026/08/30	In-progress & continuous	
				18.3	Collapse of structure	Safety	1.Unstable structure 2. Soil instability 3. Failure to inspect, 4. Lacking of training/incompetent erectors	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality,	1. Structure to be safety cleared (safe to work), 2. Supervision, 3. Plant Inspections 4. SHE Induction 5. Monthly audits	5	B	II	Mostly effective	1. Barricading/exclusion Zones, 2. Lanyards attached to all tools 3. Toolbox talks 4. SHE Induction	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Constr Reg 11 & 14	2026/08/30	In-progress & continuous	
				18.4	Physically unfit personnel	Safety	1. Underlining Medical Condition	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury	1. Work at height procedure implementation and enforcement, 2. Medical examination 3. SHE Induction 4. Monthly audits 5. Toolbox talks 6. Plant Inspection	4	B	II	Mostly effective	1. Training on working at heights	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 14 CR 71g	2026/08/30	In-progress & continuous	
				18.5	Failure of hydraulic systems	Safety	1. Lack of maintenance, 2. Defective Equipment, 3 Lack of training/competency	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality	1. Maintenance Schedules, 2. Supervision, 3. Competency 4. Monthly Reports	5	C	II	Mostly effective	Training & awareness Monthly inspection, and Legislation.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 62 General Machinery Reg	2026/08/30	In-progress & continuous	
				18.6	Unathorised/untrained operators	Safety	1. Lack of training, 2. Lack of supervision	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury,	1. Work at height procedure implementation and enforcement 2. Plant/site Inspections, 3. Appointment of supervisors	5	B	II	Mostly effective	1. Training on working at heights, 2. Appointment FP Planner	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 62 General Machinery Reg	2026/08/30	In-progress & continuous	
				18.7	Adverse weather conditions	Safety	1. Excessive rainfall and wind	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury,	1.Monitoring of weather conditions, 2. Communication	4	B	III	Mostly effective	1. Supervision, 2. Task specific risk assessment, 3. Weather monitoring, 4. Communication	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Constr Reg 24	2026/08/30	In-progress & continuous	
Project management and supervision of Lifting Operations	R	19	Lifting Equipment/ Machinery	19.1	Collapse of lifting machinery (cranes)	Safety	1. Overloading of cranes, 2. Hydraulic failure, 3. Poor ground conditions, 4. No rigging plan, 5. Untrained or unathorised operator, 6. No communication, 7. Misuse and abuse, 8. Uncalibrated safety devices, 9. Adverse weather conditions	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities, 2. Injuries ,	1. Certification and inspection prior to erection. 2. Competent and certified operator, Load testing 3. Geotechnical studies 4.Critical lift procedure implementation and enforcement 5. Crane access and inspection plan implementation and inforcement 6. Crane coordination procedure implementation and enforcement 7. Monthly audits 8. SHE induction	6	B	I	Mostly effective	1. Competent supervisor to oversee the works, 2. Rigging study, 3. Scheduled maintenance, 4. Training, 5. Calibration of safety devices 6. Restrict unauthorized personnel from the work area	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 83 OF 1993, CR 18, 19, 22 SHE Spec 62	2026/08/30	In-progress & continuous	
				19.2	Overloading Crane	Safety	1. No supervision, 2. No rigging plan, 3. Untrained/unathorised operator, 4. Incorrect lifting equipment, 5. No maintanance, 6. Uncalibrated safety devices	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities, 2. Injuries , 3. Damage to property, 4. Production loss	1. Only trained operators, 2. Rigging study isin place, 3. Monthly audits Load testing 4.Critical lift procedure implementation and enforcement 5. Crane access and inspection plan implementation and inforcement 6. Crane coordination procedure implementation and enforcement	6	C	I	Mostly effective	1. Competent crane specialist to oversee the works 2. Restrict unauthorized personnel from the work area	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 83 OF 1993, CR 18, 19, 22 SHE Spec 62 Medupi 200-169237 Crane Access and Inspection Plan Rev 01	2026/08/30	In-progress & continuous	
				19.3	Mechanical Failure	Safety	1.Inadequate/Substandard maintenance (Service; Load testing), 2. Lack of inspections	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities	1. Safety work procedures implementation and enforcement, 2. Maintenance program, 3. Regular inspections 4.Critical lift procedure implementation and enforcement 5. Crane access and inspection plan implementation and inforcement 6. Crane coordination procedure implementation and enforcement	6	C	I	Mostly effective	1. Lifting Machinery and Equipment Maintenance program, 2. Manufactures operating instructions 3. Restrict unauthorized personnel from the work area	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 83 OF 1993, CR 18, 19, 22 SHE Spec 62	2026/08/30	In-progress & continuous	
				19.4	Dropping of load	Safety	1. Incorrectly assembled, 2. Incompetenct riggers, 3. Failure to carry out inspections and testing, 4. Use outside of safe paramenters 5. Inadequate Rigging study	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities	1. Competent and certified operators, 2. Adhere to safe working loads, 3. Adequate communication methods, 4. Wind speed monitoring devices, 5. Monthly audits	6	B	I	Mostly effective	1. Lifting Machinery and Equipment Maintenance program, 2. Manufactures operating instructions 3. Restrict unauthorized personnel from the work area	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 83 OF 1993, CR 18, 19, 22 SHE Spec 62	2025/06/30	In-progress & continuous	
				19.5	Failure of lifting equipment/devices	Safety	1. Inadequate purchasing, 2. Failure to maintain and tests, 3. Damage due to incorrect storage, 4. Inadequate/ substandard maintenance 5. No regular inspections	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1.Multiple Fatalities, 2. Injuries	1. Daily Inspection, 2. Periodical testing and certification, 3. Adequate communication methods, 4. Maintance program 5. Monthly audits 6. Proper storage 7.Lifting regu;ation inspections compliance	6	C	I	Mostly effective	1. Competent and certified operators, 2. Adhere to safe working load, 3. Lifting machinery and equipment maintenance program, 4. Manufacturer operating instructions. 5. Restrict unauthorized personnel from the work area	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 83 OF 1993, CR 18, 19, 22 SHE Spec 62 Medupi 200-169237 Crane Access and Inspection Plan Rev 01	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment																							
Business/Operating unit:	**Medupi Power Station Project**							**Department:**	**All Departments**								**Next Review Date (every 2 years):**		**Template identifier:**	**240-70044602**			
Date:	27-Aug-25							**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:**	Name: Zandi Shange								**Document Identifier**			
											Designation: General Manager- Project Manager								**Revision number**	**5**		
											Date:								**Revision date:**	**30-Apr-27**		
Refer to Occupational Health and Safety Risk assessment procedure 32-520																							
List activity	***Activity type (Routine/Non-routine)***	***Hazard nr***	***Hazard Identification***	***Risk Nr***	***Associated risk***	***Risk type***	***Cause(s) of the risk***	***Exposed group/employees***	***Risk Owner***	***Exposure patterns***	***What are the possible consequences?***	***Existing Controls***	***Consequence***	***Likelihood***	***Risk Priority Rating***	***Additional Controls or Tasks Aimed at improving Existing Controls***		***Monitoring Mechanisms***	***Control Owner***	***Legal and Other Requirements***	***Target Date***	***Current Status***	***Integrated Risk Management (IRM) reference number***
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood	Risk Priority Rating	**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
Confined Space Activities	N	20	Hazardous atmospsherse and substance	20.1	Asphyxiation (suffocation/lack of oxygen) Body reaction Fire (Combustion)	Safety	1. Poor ventilation 2. Uncontrolled hot works/Release of fumes (Welding fumes, grinding and gas cutting) 3. Hazardous substances chemical reaction 4. Extreme temperature 5. Smoking 6. Static electricity 7. Poor housekeeping (Equipment with high propensity to spark) 8. Chemicals stored incorrectly (gases/fluids) 9. Lack of supervision, 10. Lack of training/awareness (self-conduct in hazardous environment)	Employees Expecting mothers Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1. Fatality, 2. Injuries	1. Air quality testing & Continuous Gas Monitoring (Use of calibrated equipment) 2. Rotation of employees (time limit for working inside confine spaces) 3. Ensure area is well ventilated (naturally/artificially) 4. Safety Data Sheet (compliance to safe use of material) 5. Compliance to plant safety regulation 6. Smoking only allowed in designated areas 7. Proper isolation (inspect, test before touch) 8. Maintain good housekeeping 9. Proper storage of chemicals (provision of storage areas - chemicals containers to have SDS affixed). Only authorised personnel to storage areas. 10. Ensure full time supervision (competent supervisor on confined spaces) 11. Training and awareness on confined space 12. Use of task-specific PPE 13. Confine space entry permit 14. Risk assessment & Safe work procedure	5	B	II	Mostly effective	Emergency personnel Trained fire wardens Employees register	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 68, General Safety Reg 5 Env Reg HCS Reg 5, 6, 10, 12	2025/06/30	In-progress & continuous	
		21	Flooding	21.1	Water/Engulfment/Drowning	Safety	1. Excessive rainfall, leakage,plant fault,	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1. Fatality, 2. Injuries,	1. Inspect and drain water to ensure work is done on dry area 2. Avoid working in underground confined spaces during rainfall times 3. Training/Awareness and communication 4. Risk assessment, Confined space permit	5	A	II	Mostly effective	Provide life buoy & life jacket, Buddy system, Emergency facilities	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 68, General Safety Reg 5 Env Reg HCS Reg 5, 6, 10, 12	2026/08/30	In-progress & continuous	
		22	Lone work	22.1	1. Failure to rescue personnel (No prompt response in case of emergency)	Safety	1. No one being aware of the employee location 2. Employee injured and not able to reach out for help (being alone)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1.Injury 2. Fatalities	1. Implementation of buddy system (work in pairs) 2. PPE (torch on hard hat; wearing refectors)	5	A	II	Mostly effective	Buddy System, Emergency plan activation	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 68, General Safety Reg 5 Env Reg HCS Reg 5, 6, 10, 12	2025/06/30	In-progress & continuous	
		23	Poor lighting	23.1	1. Poor visibility (increased possibilities of incidents - slip, trips and fall) 2. Eye Strain	Safety	1. Insufficient Lighting in the area	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1. Lost-time Injury	1. Provision of artificial lighting 2. Illumination Surveys in place 3.Inspections & DSTI conducted	4	B	III	Mostly effective	Buddy System, Emergency plan activation Supervising	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 68, General Safety Reg 5 Env Reg HCS Reg 5, 6, 10, 12 Construction Reg 26, 29	2026/08/30	In-progress & continuous	
		24	Electrical & mechanical Equipments	24.1	1. Electrocution (coming in contact with bare live wires) 2. Fire 3. Coming in contact with rotary equipment	Safety	1. Use of defective equipment 2. Unguarded moving parts of rotary equipment 3. Inadequate earthing/insulating (e.g. uncertified earthing - SANS 10142)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1.Injury 2. Fatalities	1. Equipment inspections and maintenance 2. Safe use of equipment (Awareness/Training) 3. Protective guards on moving parts of rotary equipment 4. Compliance to regulations and standards	5	B	II	Mostly effective	Training and awareness Standard inspection colour coding used across site by GC team and contractors	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		25	Limited Access, Egress & workspace	25.1	1. Incorrect posture (Ergonomics) 2. Person trapped inside (Not able to come out) 3. Bump into/against	Safety	1. Space not sufficient to practice correct posture 2. Blockage inside the system/area at the other end of exit/entry 3. Limited movement due to restricted area	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1. Lost-time Injury	1. Rotational work (minimise exposure time) 2. Emergency team on standby 3. Regular emergency drills 4. Watchmen to attend the area 5. PPE	4	B	III	Mostly effective	Training and awareness Supervising Avoind lone work	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		26	Temperature extremes	26.1	1. Heat stress/Cold stress 2. De-hydration	Safety	1. Temperature: time-weighted average WBGT determined over one hour exceeds 30 degree or average dry-bulb temperature taken over four hours is less tha 6 degree	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	1. Lost-time Injury	1. Temperature monitoring devices (Remove employees when temperature are below/above the allowable) 2. Provide PPE (warm jackets) and cooler closed 3. Provide enough drinking water (stay hydrated) 4. Provision of artificial air conditioning 5. Air measurement/monitoring devices used	4	B	III	Mostly effective	Training and awareness Weather focus Area wind block monitring and recording for communication	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		27	Uneven surfaces, slippery conditions,	27.1	Slip, Trip & Falls	Safety	1. Wet surfaces 2. Unaware of uneven surfaces	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Lost-time Injury	1. Drain water from surfaces 2. Provide walking platforms 3. PPE (waterboots) 2. Raise awareness on uneven surface (signages)	4	C	II	Mostly effective	Personal awareness on surrounding Area pre inspections and continous area inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		28	Noise	28.1	1. Hearing loss	Safety	1. Exposed to noise above 85 dB	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Lost-time Injury	1. Rotation of employees 2. Provide hearing protective devices 3. Conduct noccupational noise surveys 4. Awareness on noise exposure	4	B	III	Mostly effective	1. Training and awareness 2. Person job specification 3. Medical survialance 4. Identification of noise zone through signages 5. Implementation and enforcement of heating conservation programme	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		29	Animals	291	1. Animal bites/stings 2. Animal attacking employees	Safety	1. Working close to/near animal habitation 2. Confined spaces left open (or no protective covers/devices)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Lost-time Injury	1. Training and Awareness 2. Animal monitoring team 3. Ensure Lock-out and tag-out system where applicable (Areas are closed off/covered)	4	B	III	Mostly effective	Training and awareness Area/ surroundings inspections	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
Project management and supervision of blasting operations	N	30	Blasting	30.1	Misfiring	Safety	1. Incorrect installation of explosives, 2. Technical malfunction, 3. Incompetent blaster,	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Notification to blasting inspector, 2. Designated area for disposing misfired explosives, 3. Pre and post inspection of blasting area, 4. Blasting Permit	5	B	II	Mostly effective	1. Verification by blaster, 2. Restrict/control access, 3. Recharging of mis-fired megazines	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 71, OHS Act 85 of 1993 Explosives Regulation13 of the OHS Act	2026/08/30	In-progress & continuous	
				30.2	Explosion	Safety	1. Improper access control to magazine, 2.Incorrect issuing of explosives, 3. Untrained personnel, 4. Collision during transportation 5.Open flames	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Multiple fatalities 2. Severe injuries,	1. Restricted access to the area, 2. Blasting permit, 3. Training 4. Communication and signage of blasting date and time 5. Warning sirens, 6. Communication	6	B	I	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 71, OHS Act 85 of 1993 Explosives Regulation13 of the OHS Act	2026/08/30	In-progress & continuous	R38 879

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**		**Next Review Date (every 2 years):**	**Template identifier:**	**240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:**	Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **Revision date:**	 **5** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	Consequence	Likelihood	Risk Priority Rating	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
				30.3	Flying rocks	Safety	1. Improper assessment 2. Insuficient cover over the rocks 3. Making us of stronger explossives	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Covered blast, 2. Proper assessment 3. Use the correct amount of blasting explosives	5	B	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 54, 71, OHS Act 85 of 1993 Explosives Regulation13 of the OHS Act	2026/08/30	In-progress & continuous	
				30.4	Improper Storage, Transportation & Handling of Explosives	Safety	1. Incompetent personnel, 2. No or inadequate training, 3. Negligence 4. Uncontroled storage, 5. Unsecure transportation 6. Non-compliance to explosive regulations	Employees Visitors General public	Responsible Functional Managers (accountable) & Employees (responsible) Suplier Manager	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Complance to Legislation and applicable regulations 2.Standards & Procedures, 3.Supervision, Inspections, Competency & training, 4. Planned task observations, 5. Security, 6. Approved explosive magazine,	5	B	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 71, OHS Act 85 of 1993 Explosives Regulation13 of the OHS Act	2026/08/30	In-progress & continuous	
				30.5	Noise	Safety	1. Explosion	Employees Visitors General public	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	Lost-time Injury	1. Scheduled blasting (Blast to be done when minimum people are on site - Weekends/PLA weekends/early hours of morning) 2. Remove employees from blasting area (only blaster present) 3. Communication to all employees (Notification of planned blast) 4. Provide PPE (Hearing protective devices)	4	C	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
				30.6	Dust from blasted rocks	Safety	1. Explosion	Employees Visitors General public	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	Lost-time Injury	1. Scheduled blasting (Blast to be done when minimum people are on site - Weekends/PLA weekends/early hours of morning) 2. Remove employees from blasting area (only blaster present) 3. Communication to all employees (Notification of planned blast) 4. Provide PPE (Dust mask)	4	C	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
				30.7	Vibration	Safety	1. Explosion	Employees Visitors General public	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	Lost-time Injury	1. Scheduled blasting (Blast to be done when minimum people are on site - Weekends/PLA weekends/early hours of morning) 2. Evacuation of people in close proximity of blasting area (minimal people) 3. Communication to all employees (Notification of planned blast) 4. Use the correct amount of blasting explosives 5. Remove Equipment and tools (vehicles and machinery to minimise damage) 6. Use blasting type/explosives with less vibration impact 7. Assessment of adjacent structure (resistance to vibration magnitude of the blast)	4	C	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2025/06/30	In-progress & continuos	
Supervision of construction of Buildings, Structures, and Roads	R	31	Excavations	31.1	Collapse of excavation (Engulfment)	Safety	1. Inadequate or no shoring, 2. Failure to do pre-inspection, 3. Inclement weather 4. Vehicles/Mobile Plant driving too close to edge of excavation, 5. Material and spoil stored too close to excavation. 6. Incorrect excavation method, 7.Soil stability	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Excavation permit, 2. Adequate shoring, bracing and battering, 3. Supervision, 4. Excavation plan, 5. Daily inspection, 6. Barricading. 7. Risk Assessment and Safe work procedures 8. Competency and Training	5	B	II	Mostly effective	1. Excavation plan, 2. Excavation wall support, 3. Access control, 4. Access/egress 5. Review of SWP to cater for different seasons	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 66, 70, OHS Act85- CR 13,	2026/08/30	In-progress & continuous	
				31.2	Contact with underground services (electrocution/water leak-floods)	Safety	1. Failure to Scan for underground services prior excavation 2. Updated drawings not available 3. Deviating from Safe Work procedures (Shortcut) 4. No permit to excavate	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury 2. Fatality 3. Severe injuries	1. Permit to work and lock-out process 2. Scanning for underground services, 3. Ensure availablity of updated drawings 4. Risk Assessment and Safe work procedures 5. Excavation permit in place	5	B	II	Mostly effective	1. Use of updated drawings, 2. Supervision, 3. Service markers, 4 CAT Scan, 5. Excavation permit	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85- Electrical Install Reg 5	2026/08/30	In-progress & continuous	
				31.3	Unsafe or lack of Access and egress	Safety	1. Failure to provide and maintain suitable means of access and egress (ladders)	Employees Visitors People living with Disabilities	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Severe injuries,	1.Provision of ramps and ladders for access, 2. Deep Excavation Signages 3. Barricade area to restrict unauthorised personnel 4. Risk Assessment and Safe work procedures	5	B	II	Mostly effective	1. Supervision, 2. Daily inspection, 3. Training and awareness - DSTI	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 200-207219 -59-70,	2025/06/30	In-progress & continuous	
				31.4	Ingress of material	Safety	1. Plant and machinery falling into excavation, 2. Inadequate edge protection/sloping 3. Putting material too close to edges, 4. Inadequate daily inspection	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Solid barricading, 2. Adequate shoring, bracing and battering, 3. Supervision and conducting of daily inspections 4. Excavation permit 5. Risk Assessment and Safe work procedures	5	B	III	Mostly effective	1. Proper housekeeping around excavation, 2. Supervision, Daily inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act85- CR 13,	2026/08/30	In-progress & continuous	
				31.5	Ingress of water	Safety	1. Heavy rains, 2. No berms/channel 3. Water pipelines not isolated	Employees Breastfeeding Mothers Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Severe injuries,	1. Battering and shoring, 2. Pumping of water, 3. Diversion of water, 4. Excavation Permit 5. Daily inspection, 6. Risk Assessment and Safe work procedures	5	A	II	Mostly effective	1. Supervision, 2. Daily inspection, 3. Water resistant PPE, 4. Pumping of water	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 200-207219 -59-51,70, CR 26 GSR 13A	2026/08/30	In-progress & continuous	
				31.6	Person(s) falling into	Safety	1. No edge protection/barricading, 2. No safe means of access and egress, 3. Unauthorised entry	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Solid barricading, 2. Restricted access, 3. Supervision, 4. Warning Signage 5. Risk Assessment and Safe work procedures 6. Training and Awareness	5	B	II	Mostly effective	1. Supervision, 2 Training and awareness, 3. Warning signs	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec Form 200-207219 -59- 66 CR 10,	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	Consequence	Likelihood	Risk Priority Rating	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
				31.7	Plant falling into excavations	Safety	1. No solid protection/barricading, 2. Mobile Plant operating at unsafe speed 3. Mobile plant reversing with no spotter 4. Mobile operator unaware of excavations and Unauthorised entry	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Solid barricading 2. Training and awareness on speed limit around excavations (Cautious driving) 3. Provide spotters to assist reversing moving plant 4. Induction prior starting of work 5. Risk assessments and Safe Work Procedures	5	B	II	Mostly effective	1. Supervision 2. Daily inspections (Barricades) 3. Warning signages	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
		32	Moving Machinery/Mobile Plant	32.1	Personnel or Surrounding services/structures struck by moving plant	Safety	1. Person or services/structure not visible to operators 2. Personnel unaware of surrounding (distraction/use of cellphone) 3. Lack/No man-machine interface controls (No spotters/flagman) 4. Operators under influence of intoxicating substances 5. Inadequate management of operator's medical conditions	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Personnel to wear high visibility clothing (e.g. reflective jackets/vests) 2. Personnel to always pay attention to surrounding and current activities 3. Induction and continous awareness 4. Placement of spotters and flagman 5. Use of breathalyser at access points and awareness on intoxicating substance 6. Medical surveillance program 7. Identify and protect services/structures (e.g. painting hydrants/barricading comms boxes)	5	B	II	Mostly effective	Training and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and Regs	2026/08/30	In-progress & continuos	
Supervision of concrete works	R	33	1. Spraying sealing compound during concrete works (e.g. Sealing concrete/ curling)	33.1	1. Coming in contact with hazardous chemical agent/substance (sealing compound)	Safety	1. Inadequate PPE, 2. Improper handling of equipment, 3. Poor positioning, 4. Poor house keeping (poor container storage - accidental spillage if not properly closed)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injuries	1. Proper PPE as per SDS 2. User training on handling equipment 3. Keep safe working distance from the operation (Supervision) 4. Standard Working Procedure 5. SDS 6. Maintaing good housekeeping (Placing the container at the right place)	4	B	III	Mostly effective	1. Supervision, 2 Training and awareness and PPE	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 -CR 20 CR 12 g,	2026/08/30	In-progress & continuous	
		33	1. Pumping Concrete, concrete pouring pipe/chute,	33.1	1. Concrete splashing from the end hose, and direct contact body parts with wet concrete, 2. Whiplash (struck-by swinging pipe/chute) 3. Pinch-points	Safety	1. Delivery hose damaged, 2. No warning given prior to starting or re-commencing the pour, 3. Air in hose due to a blockage, 4. Failure to secure the pipe/chutes (swinging out of control) 5. Failure to use PPE	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injuries	1. Inspect and repair damage 2. Communication 3. Inspection and maintenance (cleaning the pipes) 4. Lock-out procedure 5. Adequate manpower to keep pipes under control 6. Appropriate PPE 7. Standard Working Procedure 8. SDS	4	B	III	Mostly effective	PPE to be issued, recorded, monitored and replaced where appropriate Training and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 -CR 20 CR 12 g,	2026/08/30	In-progress & continuous	
Project management and supervision of form-work and Support work	R	34	Structural Failure/Scaffolding	34.1	Struck by flying objects	Safety	1. Substandard design and erection. 2. Overloading of structure, 3. Structural deflection & Bolting protocols	Employees Visitors People living with Disabilities	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Competent erectors, 2. Inspection of structure, 3. Approved design, 4. Training	5	B	II	Mostly effective	1. Approved building structure approved by relevant authourities.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 44, CR 11, 12, 16	2026/08/30	In-progress & continuous	
				34.2	Collapse of structure	Safety	1. Substandard design and erection. 2. Overloading of structure, 3. Structural deflection & Bolting protocols 4. Damaged scaffold material 5. Incorrect erection, dismantling or modification 6. Ignorance of inspection tags (Safe/unsafe for use) 7. Defective scaffold material used, 8. Inclement weather	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Competent erectors, 2. Inspection of structure and use of correct tags, 3. Approved design, 1. Quality checks on scaffolding material, 2.Defective scaffolding material to be removed, 3. DSTI, 3. Supervison	5	A	II	Mostly effective	1. Approved building structure approved by relevant authourities.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 and regs	2026/08/30	In-progress & continuos	
				34.3	Pinch-Points	Safety	1. Failure to use correct PPE 2. Stepping on each others hands during descending on ledgers 3. Fingers in loose connections 4. Fingers placed on trap doors	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	LTI	1. Use hand gloves handling scaffolding ledgers/material 2. Allow two-three steps between person descending (avoid stepping on each other hands) 3. Avoid putting fingers on loose ends 4. Be cautious of trap doors/out of the way of trap doors	4	B	III	Mostly effective	1. Strict enforcement	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 44, CR 11, 12, 16	2025/06/21	In-progress & continuous	
Movement of Mobile Construction Equipment, Plant and Vehicles	R	35	Mobile Construction Equipment, Plant and Vehicles	35.1	Pedestrian accidents/incidents	Safety	1. Poor planning, 2. Lack of cordination and communication, 3. Poor housekeeping, 4. Poor lighting, 5. Poor road dermacation, 6. Incompetent operator, 7. Inattentive or dangerous driving 8. Inadequate signages 9. Lack of pedestrian crossing 10. No flagman/Not taking flagman's instruction	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities, 2. Injuries	1. Appointment of flagperson to control traffic 2. Traffic management plan, 3. Segregation of work areas, 4. Reverse sirens on vehicles, 4. Pedestrain routes, 5. Road Signage 6. Competent operators 7. Training and Awareness (e.g. use of cellphones/earphones etc...)	6	B	I	Mostly effective	1. Adherence to road road signages, 2. Visibility of construction vehicle, 3. Speed monitoring, 4. SHE awareness campaigns, 5. Driver re-evaluation,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 SHE Spec 200-207219 -5949 National Road Traffic Act 93 of 1996	2026/08/30	In-progress & continuous	R37 717
				35.2	Vehicle driving into the structure	Safety	1. Unauthorised operator, 2. No clear instructions, 3. Unfamiliar with plant 4.Mechanical failure 5. Under the influence	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Speed limit, 2. Signages, 3. Barricading, 4 Appointment of flagpersons 5. Driver's license / authorization 6. Daily monitoring of substance abuse	5	A	II	Mostly effective	1. Flag person in position, 2. Driver permit, 3. Driver re-evaluation, 4. Coordination	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 SHE Spec 200-207219 -5949 National Road Traffic Act 93 of 1996	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

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List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
				35.3	Construction Vehicles Collision	Safety	1. Failure to implement or adhere to maintanance schedule, 2. Incompetenet maintance personnel, 3. Make shift repairs 4. Speeding 5. Fatique 6. Poor visibility due to fly-ash cloud 7. Insufficient road signage	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Severe injuries	1. Flag persons presence, 2. Adherance to road signage, 3. Baricading, 4. Road planning 5. Supervision. 6. Driver's license / authorization 7. Fatique management plant	5	C	II	Mostly effective	1. Reversing alarms, 2. Amber lights, 3. Supervision, 4. Switch on headlights, 5. Adequate road signage, 6. Work interface	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 SHE Spec 200-207219 -5949 National Road Traffic Act 93 of 1996	2026/08/30	In-progress & continuous	
				35.4	Deviating from designated routes	Safety	1. Failure to adhere to company instructions 2. Incompetent driver, 3. Fatigue, 4. Adverse weather conditions, 5. Substance abuse, 6. Taking short cuts 7. Mechanical failure	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality	1. Flag persons presence, 2. Dermacated roads and signage, 3. Training, 4. Clear instructions 5.Roadworthy certificate	5	A	II	Mostly effective	1. FlRoad safety awareness 2. Roads to be maintained, 3. Brief on any road changes.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 CR 23	2026/08/30	In-progress & continuous	
				35.5	Mechanical Failure/ poor maintenace	Safety	1. Skipping services 2. Theft of plant and vehicles, 3. Plant and vehicles left unattended 4. Poor quality spares used 5. Incompetent mechanics	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2.Injuries	1. Periodical maintanance and servicing of vehicles, 2. Daily inspections 3. Competent and Certified mechanics 4. Use of original quality spares	5	B	II	Mostly effective	1. Audits and inspections 2. Awarenes and Training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 CR 23	2026/08/30	In-progress & continuous	
				35.6	Off-site vehicle accident	Safety	1. Failure to evaluate driver competency, 2. Failure to adequately monitor and supervise 3. Speeding 4. Failer to adhere to road signs 5. Adverse weather conditions 6. Fatique 7. Substance abuse 8. Mechanical failure	Employees General public People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Severe injuries	1. Daily vehicle checklist, 2. Permission to leave site, 3. Headlights on, 4. Roadworthy certificates, 5. Driver's licence or Eskom driver's permits, 5. Approved vehicles for construction site, 7. Medical fitness certificate	5	C	II	Mostly effective	1. Taining and awareness on arive alive, 2. Adherence to road signage's and rules, 3. Adherence to life saving rule No 3 (buckle up) and rule No 4 (Be sober)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 CR 23	2026/08/30	In-progress & continuous	
				35.7	Unathorised use	Safety	1. Poor or lack of maintance, 2. No road signage, 3. Poor planning of fleet management 4.Non adherence to site rules	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Severe injuries	1. Procedures, in place 2. Fleet management 3. Access control at the gate	5	C	II	Mostly effective	1. Driver permits, 2. Key control, 3. Drivers to sign log books	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuous	
				35.8	Driver incompetency	Safety	1. Burst/ Leaking oil/hydraulic/fuel pipes. Electric curcuits, 2. Overheating breaking systems 3. Failure to evaluate drivers competency	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Multiple Fatalities 2. Severe injuries	1. Driver permit system, 2. National valid driver's licence 3. Relevant training 4. Risk profile evaluations	6	B	I	Mostly effective	1. Driver competency evaluation	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuous	R37 713
				35.9	Poor road conditions	Safety	1. Poor Road mantainance 2. Incorrect loading methods, 3. Unsecured load, 4. Using incorrect equipment for loading 5. Aging of road 6.Substandard road design	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Severe injuries 2. Fatalities	1. Regular maintanance 2. Proper routes planning 3. Road inspections 4. Approved designs	4	B	III	Mostly effective	1. Avoiding roads with poor conditions	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 49 National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuous	
				35.1	Fire	Safety	1. Burst/ Leaking oil/hydraulic/fuel pipes. Electric curcuits, 2. Overheating breaking systems 3. Poor mantaiance 4.Poor quality spaces/parts	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Severe injuries 2. Fatalities	1. Regular maintanance 2. Reporting of any defects 3. Use os original parts for repares	5	B	II	Mostly effective	1. Safe work procedure, 2. Mantainance program 3.Inspections	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuous	
				35.11	Falling objects	Safety	1. Overloading, 2. Incorrect loading methods, 3. Unsecured load, 4. Using incorrect equipment for loading 5.Defected vehicle apliance	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Severe injuries	1. Follow the correct loading procedure, 2. Competent persons, 3. Proper planning 4. Ensure loads are secured all times 5. Using the correct equipment 6. Plant inspection and mantainance	5	B	II	Mostly effective	1. Training programmes and operator evaluation.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuous	
				35.12	Medically unfit Operators/Drivers	Safety	1. Failure to evaluate Drivers/Operators fitness level/status and/or operators not disclosing their underlying condition	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Severe injuries	1. Medical surveillance program 2. Declaration of medical condition status by employees 3. Medical Awareness	5	B	II	Mostly effective	1. Training programmes and operator evaluation.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B,	2026/08/30	In-progress & continuos	
Project management and supervision of electrical works	R	36	Electricity	36.1	Electrocution	Safety	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training 5. Switching on/off 6. Lack of communication 7. Lack of warning signs 8. Contact with bare conductors during racking out circuit breakers 9. Failure to isolate and earth during replacing fuses	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality	1. Life saving rules (no1) conformance, 2. Permit to work and lock out system to be adhered to at all times. 3. Lock out procedure 4. Proper communication between different parties working in one system (contractors, Client) 5. Warning signages 6. Appropriate PPE 7. Compliance to earthing requirements	5	B	II	Mostly effective	1. Competent supervision, 2. Appropriate signage,	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 24, GSR 9, Exsplosive Reg, Electrical Reg SHE Spec 67,	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**		**Next Review Date (every 2 years):**	**Template identifier:**	**240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:**	Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **Revision date:**	 **5** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	*Consequence*	*Likelihood*	*Risk Priority Rating*	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood	Risk Priority Rating	**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
				36.2	Flash over Arc Flash	Safety	1. Short circuit (electrical fault) 2. Contact with live electrical conductors	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality	1. Permit to work, 2. RA and Safe work procedure, 3. Suitable training 4. Compliance to life-saving rule no. 1	5	B	II	Mostly effective	1. Competent and authorised person to work in area. 2. Appropriate PPE (Arc flash suites) 3. Scanning for underground service 4. Test before touch (Life-saving rule 1) - Treat all cables as live 5. Permit to work 6. Communication between interface with others	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, SHE Spec 67, CR 24, GSR 9, Exsplosive Reg, Electrical Reg	2026/08/30	In-progress & continuous	
				36.4	Damaged cables	Safety	1. Falling objects, 2. Moving plant, 3. Sharp objects	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries	1. Bury cables, 2. Placements of cable covers, 3. Barricading	4	B	III	Mostly effective	1. Restrict access to area of work, 2. Warning signs	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, SHE Spec 67, CR 24, GSR 9, Exsplosive Reg, Electrical Reg	2026/08/30	In-progress & continuous	
				36.5	Exposed energised conductors	Safety	1. Miscommunication within the electrical team, 2. Testing	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries 2. Fatality	1. Live conductors insulated, 2. Earthing done before works commences, 3. Permit to work and lock-out systems. 4. Appropriate PPE 5. Proper communication between different groups/parties working in one system	5	B	II	Mostly effective	1.Signage, 2.No unauthorised entry, 3. First aid treatment and procedure for electrical shock, 4. PSR and HV requirements adhered to 5. Awareness training	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, SHE Spec 67, CR 24, GSR 9, Exsplosive Reg, Electrical Reg	2026/08/30	In-progress & continuous	
				36.6	Testing of live connected cables to panel boards	Safety	1. Unauthorised personnel working on the live system	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries 5. Fatality	1. Authorisation confirmation prior conducting works 2. Supervision of trainees 3. Compliance to Plant Safety regulation 4.Adherence to SANS 10142	5	B	II	Mostly effective	1. Discipline on non-conformance permit system 2. Adherence to PSR requirements and HV regulations	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 24, SHE Spec 67, GSR 9 (3 a), Electrical Reg SANS 10086-1	2026/08/30	In-progress & continuous	
				36.7	Fire	Safety	1. Overloading of cable wires 2. Electrical faults, 3. Lightning 4. Coal dust 5. Uncontrolled fire breaks next to electrical equipment 6. Non adherence to safety clearance distances working under overhead powerlines	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities	1. Permit to work, 2. Restricted Access, 3. Isolation and earthing, 4. Competent authorised person to work, 5. Emergency team and fire personnel on standby 6. Adherence to safety clearance distance (warning signages) 5. Supervision	5	B	II	Mostly effective	1. Competent supervision, 2. Appropriate signage,	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 24, SHE Spec 67, GSR 9 (3 a), Electrical Reg SANS 10086-1	2026/08/30	In-progress & continuous	
Project management and supervision of hot work activities - Welding, Grinding and Cutting	R	37	Hot works Sparks	37.1	Fire/Explosion	Safety	1. Lack of procedural controls, 2. Poor housekeeping, 3. Failure to provide correct fitting for equipments, 4. Failure to plan 5. Incompetent personnel	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Serious Injuries 3. Property Damage	1. Welding screens, 2. Fire extinguisher, 3. Fire Blankets, 4. Fire watcher, 5. PPE 6.Hot works permits	5	B	II	Mostly effective	1. Emergency response plan 2. Competence supervision 3. Fire extinguishers	Audits Reports Inspections Reports Plant Task Observations Incidents Reports BBSO/VFL	Departmental Managers & Employees	OHS Act 85, GSR 9 a -b SHE spec Form 200-207219 -5959	2026/08/30	In-progress & continuous	
		38	Defective Equipment	38.1	Burns/Cuts/Laceration/Eletrocution	Safety	1. Poor maintenance, 2. Lack of inspection 3.Lack of Supervision	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries/Amputation,	1. Safe work procedure implementation and enforcement, 2. Supervision 3. Implement maintenance and inspection plan	4	B	III	Mostly effective	1. Preuse inspections, 2. Maintenance procedures	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, GSR 9 c SHE spec Form 200-207219 -5959	2026/08/30	In-progress & continuous	
		39	Soldering, Flame cutting, grinding & Welding	39.1	Flying hot sparks, contact with flames/ hot substances, contact with welding slag	Safety	1. Lack of procedural controls, 2. Poor housekeeping, 3. Failure to provide correct fitting for equipments, 4. Failure to plan 5. Incompetent personnel 6. Failure to use correct PPE 7. Incorrect posture while welding	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries/Amputation,	1. Welding screens, welding aprons 2. Fire extinguisher (and correct use thereof) 3. Fire Blankets, 4. Fire watcher, 5. PPE 6. Hot works permits	4	B	III	Mostly effective	Training and Awareneness	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85 and regs	2026/08/30	In-progress & continuos	
Use of compressed Air/ Argon Gas Cylinders	R	40	Compressed Gas Cylinder	40.1	Gas Leak/Explosion	Safety	1. Failure to inspect (Soap Test - checking leaks using foams) 2. Improper storage, handling and transportation 3. Incorrect connections	Employees Visitors Expecting mothers	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Injuries	1. Leakage test done. 2. SDS to be in place. 3. Proper storage and handling of gas cylinders as per SDS.	5	B	II	Mostly effective	1. Pre use inspection, 2. Proper storage	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	SHE spec Form 200-207219 - 55 CR 21, Pressure Equipment Reg 6,9,10,11,12,13	2026/08/30	In-progress & continuous	
				40.2	Gas inhalation	Safety	1. Incorrect storage (Unsecured, Poorly tightened) 2. Poor ventilation 3. Failure to use PPE	Employees Visitors Expecting mothers	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Injuries	1. Secured, Head on top and standing vertically 2. SDS 3. Warning signages 4. Proper PPE (Masks) 5. Proper ventilation	5	B	II	Mostly effective	Training and Awareneness	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	SHE spec Form 200-207219- 52 Hazardous Chem Agents Reg,	2026/08/30	In-progress & continuos	
Use of Hazardous Chemical Substances	R	41	Hazardous Chemical Substances (refer to the Health Risk Assessment Report for the nature of chemicals)	41.1	Fire/Explosions	Safety	1. Improper handling, 2. Incorrect storage conditions, 3. Open flames, 4. Lack of knowledge	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatality 2. Injuries	1. Proper chemical storage 2. Proper chemical labelling and marking 3. SDS's and Inventory list 4. Natural ventilation	5	C	II	Mostly effective	1. Safe work procedure, 2. Training and awareness, 3. Proper signages, 4. Proper Storage, 5. Fire control systems	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	SHE spec Form 200-207219- 52 Hazardous Chem Agents Reg,	2026/08/30	In-progress & continuous	
				41.2	Burns & Splatter	Safety	1. Improper handling, 2. Lack of knowledge	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries,	1. Proper chemical storage 2. Proper chemical labelling and marking 3. SDS's 4. Natural ventilation 5. PPE	4	A	III	Mostly effective	1. Training and awareness, 2. Proper handling, 3. Provision and use of correct PPE	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	SHE spec Form 200-207219- 52 Hazardous Chem Agents Reg,	2026/08/30	In-progress & continuous	
Pedestrains walking onsite Walking on site	R	42	Pedestrains	42.1	Struck by vehicles	Safety	1. Failure to demarcate routes, 2. Failure to maintain demarcated routes, 3. Failure to communicate, 4. Failure to enforce compliance 5. Not using pedestrian crossings	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Reflective clothing, 2. Designated walk-ways, 3. Dermacation of pedestrian routes, 4. Maintenance of pedestrian routes 5. Training and awareness (Be vigilliant and make eye contact with drivers)	4	C	II	Mostly effective	1. PPE Requirements, 2. Awareness Campaigns, 3. Traffic Management Plan 4. Warning Systems installed in vehicles	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR 8, GSR 2, SHE spec Form 200-207219 - 23- 27	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**		**Next Review Date (every 2 years):**	**Template identifier:**	**240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:**	Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **Revision date:**	 **5** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

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List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
				42.2	Slip, Trip and Falls	Safety	1. Not paying attention when walking 2. Provison of unsuitable foot wear. 3. Poor housekeeping standard, 4. Inadequate lighting 5. Uneven Surfaces/walkways 5. Obstructed walkways 6. Poor observations 7. Slippery surfaces	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Good house keeping practices, 2. Personell to be vigillant while working 3.Training and awareness 4. Provide sufficient lighting 5. Warning signages	4	C	II	Mostly effective	1. Segregated walk-ways, 2. Signage 3. Inspections 4, Proper PPE (safety boots)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR, GSR 2, SHE spec Form 200-207219 - 23- 27 CR 27, ENV Reg 6,	2026/08/30	In-progress & continuous	
				42.3	Adjacent Works	Safety	1. Failure to provide safe route, 2. Failure to monitor, 3. Failure to communicate	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Barricading of work areas, 2. Road monitoring plan	4	A	III	Mostly effective	1. Acess control, 2. Signage 3. Proper PPE (safety boots)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuous	
				42.4	Struck by falling objects	Safety	1. Poor housekeeping, 2. Failure to secure material at height,	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Good house keeping practices, 2. Safety Zones 3. Intergation	4	B	III	Mostly effective	1. Proper housekeeping, 2. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuous	
		43	Gratings/Walkways (Unsecure and uneven gratings)	43.1	Trip & fall	Safety	1. Poor design, 2. No Inpection or reporting of defective gratings, 3. At risk behaviour (Not observing while walking), 4. No warning signages/lack of barricading	Employees Visitors People living with Disabilities	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Mantainance plan 2. Inspect, report and repair defects 3.Training Programme, 4. Communication and awareness, 5. Warning signages and barricading	4	C	II	Mostly effective	1. Risk Assessment and SWP 2. Proper PPE	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SHE Spec 50, GSR Environ Reg for workplaces (d-f)	2026/08/30	In-progress & continuous	
		44	Dust accumulating /pilling on every structure/ stairs	44.1	Inhalation of Silica dust/Ash dust	Health	Poor design, No cleaning plan service in place Outage activities	Employees Visitors	GM, Construction manger, Departmental mangers	Daily 9hrs	1. Lost time injuries 2.Injuries 3. Occupational Health desease	1. Cleaning of Unit Boiler after each Outage 2. Standard wearing of dust mask by employees 3. Inspect, report and repair defects 4. Conduct dust survey	3	D	II	Mostly ineffective	1. Induction 2. Awareness 3. Limit exposure time	Inspections reports Surveys reports	GE Construction Manager Responsible Manager	Hazardous Chemical Agents Regulation CR 11 ENV Reg 6.d	2026/08/30	In-progress & continuous	
				44.2	Physical contact/ Touching dust	Health	Poor design, No cleaning plan service in place Outage activities	Employees Visitors	GM, Construction manger, Departmental mangers	Daily 9hrs	1. Lost time injuries 2.Injuries 3. Occupational Health desease	1. Issuing of Hand gloves to employees 2. Standard wearing of dust muss by employees 3. Inspect, report and repair defects 4. Conduct dust survey	3	D	II	Mostly ineffective	1. Induction 2. Awareness 3. Limit exposure time	Inspections reports Surveys reports	GE Construction Manager Responsible Manager	Hazardous Chemical Agents Regulation CR 11 ENV Reg 6.d	2026/08/30	In-progress & continuous	
Housekeeping	R	45	Poor housekeeping	45.1	Slip, Trip and Falls	Safety	1. Material laying on the ground/floor/surfaces 2. Unused material/equipment not removed from the work area 3. Failure to implement and maintain good housekeeping practices, 4. Lack of knowledge on good housekeeping practices/standard 5. Uncleaned spillages on the floor/surfaces (liquids)	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Implement and maintain Good housekeeping practices/procedure, 2. Always keep floor clear of material and Removal of unused materials/equipment from work areas 3. Awareness and training on housekeeping practices/standard 4. Proper stacking and storage of unused material 5. Cleaning of spillages on floor (maintaining floor/surfaces dry at all times)	4	C	II	Mostly effective	SHE Rep inpection and propt reporting of poor housekeeping practices	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 2B, SHE spec Form CR 27, ENV Reg 6,	2026/08/30	In-progress & continuous	
				45.2	Fire	Safety	1. Accumulation of combustible material, 2. Unsafe acts by individual	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Fatality	1. Implement and maintain Good house keeping practices/procedure, 2. Provide fire extinguishers around offices and work areas 3. Smoking only at designated area	5	B	II	Mostly effective	1.SHE Rep inpection and propt reporting of poor housekeeping practices	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuous	
				45.3	Falling objects	Safety	1. Improper stacking, 2. Material not cleared from work areas/ 3. keeping material closer to edges 4. Bringing material in excess of required quantities	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Good housekeeping practices/procedure, 2. Keep only required quantities 3. Awareness and training on housekeeping practices/standard	4	C	II	Mostly effective	1.SHE Rep inpection and propt reporting of poor housekeeping practices	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuous	
				45.4	Obstructed emergency routes/walk-ways	Safety	1. Vehicles/Mobile plant parked at undesignated parking areas 2. Stripping of equipment for repairs (Material left at walkways/routes) 3. Storage areas not allocated 4. Poor office furnitures layout (positioning office furniture on emergency routes)	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Good house keeping practices/procedure, 2. Keep emergency routes clear by proper planning and office layout design 3. Awareness and Training on emergency exit routes 4. Allocation of storage areas (material/equipments stored only in desigated storage areas) 5. Emergency drills	4	C	II	Mostly effective	1.SHE Rep inpection and propt reporting of poor housekeeping practices 2. Induction	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuous	
Manual handling	R	46	Sharp Edges	46.1	Cuts	Safety	1. Protruding sharp objects, 2. Sharp edges not protected, 3. Unsafe tools, 4. Failure to use PPE 5. Unsafe handling of materials/equipments	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. PPE, 2. Training and awareness, 3. Guarding/covering of sharp edges 4. Use correct tools for the job 5. Safe placing and handling of equipment	3	B	III	Mostly effective	1. Removal of sharp edges when it is reasonable practical. 2. Induction	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 28; DMR 18, Eskom Standard 39-98	2026/08/30	In-progress & continuous	
		47	Heavy materials	47.1	Muscle and Bones strains (Hands and spinal)	Safety	1. Poor practise of materials handling 2. Untrained personnel 3. No safe works procedure	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Apply correct lifting techniques 2. Method statements and Risk assessment 3. Seek assistant when lifting heavy objects 4. Training and awareness 5. Avoid manual handling where possible 6. Ergonomics awareness	4	B	III	Mostly effective	1. Plans works for moving equipments 2. Use of site services when require 3. Provide resources	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 28; DMR 18, Eskom Standard 39-98	2026/08/30	In-progress & continuous	
				47.1	Body parts crushed by material	Safety	1. Dropping of materials/objects onto body parts (lifting heavy material/obejcts alone)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries,	1. Always seek assistant when lifting heavy objects/material 2. Apply correct lifting techniques 3. Ergonomic techniues application	4	B	III	Mostly effective	Training and Awareneness Communication during lifting	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 28; DMR 18, Eskom Standard 39-98	2026/08/30	In-progress & continuos	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** 240-70044602
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** 5 **Revision date:** 30-Apr-27

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List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood	Risk Priority Rating	**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
		48	Ergonomics	48.1	Awkward body postures	Safety	1. Limited/Restricted spaces in the area	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries,	1. Practice correct lifting techniques 2. Ergonomics principle awareness training 3. Ergonomics risk assessment 4. To provide ergonomically designed chairs 5.To report all the defects to	4	B	III	Mostly effective	1. Training and awareness 2. Continuous inspections and maintainance of office equipments 3. Rotation 4. Limit of exposure times	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 and regs	2026/08/30	In-progress & continuos	
Use of tools and Equipment (Electrical and Hydraulic Power Tools)	R	49	Unguarded moving parts & rotating parts	49.1	Cuts	Safety	1. Body parts coming in contact with moving/rotating parts) 2. At risk behaviour (moving/walking closer to unguarded/moving parts) 3. No guards (Guards not replaced during repairs/maintenance) 4. Untrained personnel, 5. Improper handling 6. Lack of isolation/lock-out not done	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatalities 2. Lost-time Injuries,	1. Always move away from rotating/moving parts 2. Barricading of areas with unguarded moving/rotating parts 3. Ensure replacement of guards after repairs/maitenances activities 4. Training Programs on use of tools/equipment, 5. Maintenance and Pre-use inspections 6. Warning Signs, 7. Supervision, 8. Proper handling of tools and equipment 9. Proper Isolation or lock-out procedures	5	B	II	Mostly effective	1. Maintenance 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GMR 3 SHE Spec 57	2026/08/30	In-progress & continuos	
				49.2	Entanglement/caught by rotating or moving parts/equipments	Safety	1. Loose clothing caught by unguarded moving/rotaing parts, 2. Poor supervision, 3. Inattention to task (lack of attention when working closer rotating or moving parts/equipments)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Correct PPE usage	5	B	II	Mostly effective	1. Maintenance 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GMR 3 SHE Spec 57	2026/08/30	In-progress & continuos	
		50	Unathorised use	50.1		Safety	1. Untrained personnel, 2. No supervision, 3. Poor planning, 4. No lock-out system	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Planning for tasks in advance 5. Lock-out system in place	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 8 (f) SHE Spec 57	2026/08/30	In-progress & continuos	
		51	Incorrect storage (grinder wheels/disc)	51.1	Cuts	Safety	1. Untrained personnel, 2. No supervision, 3. No storage procedure 4. Failure to use correct PPE	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Develop and implement storage procedure 4. Use correct PPE (e.g., appropriate hand gloves etc...	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness, 3. Tools register	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993,GSR 9(a) HCS Reg 10 (f)	2026/08/30	In-progress & continuos	
		52	Use of incorrect tools (Grinder disc)	52.1	Laceration	Safety	1. Untrained personnel, 2. No supervision, 3. At risk behaviour, 4. Correct grinding disks not used/available 5. Inadequate tools/equipment inspections	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes on safe use of tools/equipment, 3. Warning Signs, 4. Provision of correct tools, 5. Pre-use inspections 6. Conduct Daily Site Task Instruction before start with activity	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness, 3. Tools register 4. Pre-use inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 8 (f), GSR 9 (a)	2026/08/30	In-progress & continuos	
Performing commissioning activities	R	53	Interface between construction and commisioning	53.1	Plant and human interface, Automated stop/start of plant	Safety	1. Unrestricted access of personnel 2. Fidling with plant/equipment	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Post visible warning signs 2. Control of access to commissioned plant	4	B	III	Mostly effective	Maintenance of warning signs	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Plant Safety Reg 36-681 OSH Act (CR 24; Eskom Standard 240 62196227	2026/08/30	In-progress & continuos	
				53.2	Loose materials lying around	Safety	1.Poor housekeeping practices 2. Deviations to stacking and storage practices	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost-time Injuries	1. Good housekeeping 2. Regular inspections	4	B	III	Mostly effective	1. Enforcement of good housekeeping 2. Site inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	CR 28 CR 27 Env Reg 6 (1)	2026/08/30	In-progress & continuos	
				53.3	Unclear emergency escape routes	Safety	1. Inadequate signage 2. Signs are obscured due to ash coverage	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatality 2. Lost-time Injuries	1. Adequate signage to be put in place 2. Inspections and maintenance of signages 3. High pressure washing of obscured signages	5	B	II	Mostly effective	Signage and training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and Regs	2026/08/30	In-progress & continuos	
				53.4	Inadequate lock-out systems	Safety	1. Inadequate permit system 2. Non-compliance to permit requirements	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatalities 2. Lost-time Injuries,	1. Maintain a proper lock-out system 2. Training in permit requirements(Plant Safety Regulations)	5	B	II	Mostly effective	Training and lock-out system	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Plant Safety Reg 36-681 OSH Act ,CR 24; Eskom Standard 240 62196227	2026/08/30	In-progress & continuos	
				53.5	Plant and equipment failure	Safety	1. Incompetent operator 2. Poorly maintained plant/equipment	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Fatality	1. Training and skill development 2. Regular maintenance on operating procedures	5	B	II	Mostly effective	Training and procedures	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Plant Safety Reg 36-681 OSH Act ,CR 24; Eskom Standard 240 62196227	2026/08/30	In-progress & continuos	
				53.6	Poor lighting	Safety	1. Defective lighting 2. Lack of permanent lighting installation	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Regular inspections and maintenance of lights 2. Provision of temporary lighting	4	B	III	Mostly effective	SHE Rep inpection and propt reporting of defects	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Env Reg 5	2026/08/30	In-progress & continuos	
		54	Unauthorised access,	54.1	1. Unauthorised person unaware of risks in the area 2. Authorised personnel unaware of the presence of unauthorised person (starting/swtching-on equipment that can injure the unauthorised person) 3. Electrocution due to coming in contact with energised equipments	Safety	1. Unrestricted access of personnel 2. Unavailability of warning signs 3. Inadequate lock-out systems	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Lost-time Injuries,	1 Restrict access for the area 2. Display visible warning signs 3. Awareness 4. Training on lock out systems	5	B	II	Mostly effective	Awareness and training on restricted areas	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Plant Safety Reg 36-681 OSH Act ,CR 24; Eskom Standard 240 62196227	2026/08/30	In-progress & continuos	
Working in or close to Live Plant and Equipment	R	55	Energized Plant and Equipment	55.1	1. Unathorised access to energized plant and equipment resulting in electric shock/spark 2. Electrocution due to contact with live plant	Safety	1. No permit to work system in place 2. Lack of communication on safety cleared plant 3. Lack of warning signage to prohibit entry	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Multiple fatality 2 Lost-time Injuries,	1. Permit to work system. 2. Original Equipment Manufacture(OEM) Guidelines 3. Awareness(Induction) 4. Apply the Life Saving Rule 6 compliance	6	B	I	Mostly effective	Awareness and training on restricted areas	Audit Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 Electrical Installation Regulations CR 24 c, d SHE Spec 67	2026/08/30	In-progress & continuos	R37 715

Occupational Health and Safety Baseline risk assessment																							
Business/Operating unit:	**Medupi Power Station Project**								**Department:**	**All Departments**								**Next Review Date (every 2 years):**		**Template identifier:**	**240-70044602**	
Date:	27-Aug-25								**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:**	Name: Zandi Shange							**Document Identifier**		
												Designation: General Manager- Project Manager							**Revision number**	**5**	
												Date:							**Revision date:**	**30-Apr-27**	
Refer to Occupational Health and Safety Risk assessment procedure 32-520																							
List activity	***Activity type (Routine/Non-routine)***	***Hazard nr***	***Hazard Identification***	***Risk Nr***	***Associated risk***	***Risk type***	***Cause(s) of the risk***	***Exposed group/employees***	***Risk Owner***	***Exposure patterns***	***What are the possible consequences?***	***Existing Controls***			***Risk Priority Rating***	***Additional Controls or Tasks Aimed at improving Existing Controls***		***Monitoring Mechanisms***	***Control Owner***	***Legal and Other Requirements***	***Target Date***	***Current Status***	***Integrated Risk Management (IRM) reference number***
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood		**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
		56	Miscommunication on testing processes	56.1	Poor communication during commissioning and testing processess	Safety	1. Lack of knowledge on hazards present, 2. Production pressure, 3. Accelerated program of completion 4. Language barrier 5. Noisy areas	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries, 2. Fatality	1. Permit to work system. 2. OEM Guidelines 3. Work planning and schedule 4. Use of common business language 5. Use of correct PPE(hearing protection)	5	B	II	Mostly effective	Radio communication Permit to work	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 Electrical Installation Regulations CR 24 c, d SHE Spec 67	2026/08/30	In-progress & continuous	
		57	Use vacuum trucks at Dust Handling Plant	57.1	Exposure to ash during ash removal from dust handling plant,	Safety	1. Not wearing correct PPE 2. Windy condition 3. Loose connection on suction pipes	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost time injuries	1. Dust suppression and continuous road cleaning 2. Use of correct PPE(e.g. dust masks) and disposable overalls 3. Regular inspections and maintenance	4	B	III	Mostly effective	driver competency, respirators to be issued and used	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 Electrical Installation Regulations CR 24 c, d SHE Spec 67	2026/08/30	In-progress & continuous	
Working close to overhead power lines	R	58	Overhead power lines	58.1	No height restriction goal posts	Safety	1. Poor planning and design 3. Lack of inspections, 4. Loads exceeding maximum height restriction 5. Risk Assessment not conducted 6. Lack of warning signages	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries, 2. Fatality	1. RA & SWP, 2. Supervision, 3. Training Programme, 4. Conducting regular visual inspections, 5. Assessment of height restrictions prior loading 6. Solid height restriction barriers 7. Maintenance of of height restriction signages	5	C	II	Mostly effective	1. Communication and awareness, 2. Site overhead lines designed layout	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SANS 10280 Gen Machinery Reg 2 (5) SHE spec Form 200-207219 33	2026/08/30	In-progress & continuous	
		59	Crane/trucks booms/buckets not lowered (Working with machinery close to/under overheadlines)	59.1	Contact with overhead powerlines	Safety	1. At risk behaviour, 2. Risk assessment not conducted or discussed with plant operator's 3. Lack of supervision, Haste and Ignorance, 4. Mechanical failure (Plant/Machine maintenance and inspection) 5. Lack of warning signages 6. lack of traffic control management 7. No Permit to work 8. Incompetent operators	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries, 2. Fatality	1. RA & SWP, 2. Supervision, 3. Training Programme, 4. Regular maintenance and servicing of plant, 5. Conduct daily site task instruction (DSTI) before starting any activity, 6. Traffic control management 7. Height restriction signage 8. Permit to work system 9. Competent operators	5	B	II	Mostly effective	1. Communication and awareness, 2. Conduct pre-start daily inspections on all plant and machinery 3. Training Programme,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	SANS 10280 Gen Machinery Reg 2 (5) SHE spec Form 200-207219 33	2026/08/30	In-progress & continuous	
Transportation	N	60	Overloading	60.1	Vehicle accidents	Safety	1. Failure to brake at stops/intersection due to heavy load carried pushing vehicle forward 2. Non-adherence to regulated capacity/seats limit (ignorant driver/limited transport)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Lost-time Injuries,	1. Vehicles to only load within the regulated capacity (Driver to ensure vehicle is not overloaded) 2. Provide enough transport 3. Awareness on loading capacity	5	B	II	Mostly effective	Compliance to road traffic rules	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuos	
		61	Unsafe driving and unfit drivers	61.1	Vehicle accidents	Safety	1. Non-adherence to road traffic rules 2. Drving under influence 3. Distractions (cellphone/eating/make-ups) 4. No medical surveillance programme 5. Lack of concentration (fatigue/stress) 6. Speeding	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1.Multiple fatalities 2. Lost-time Injuries,	1. Obey Road traffic rules 2. Road Safety Awareness 3. Be Sober 4. Induction Training 5. Medical Surveillance programme 6. Speed monitoring interventions	4	C	II	Mostly effective	Compliance to road traffic rules	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuos	
		62	Unroadyworthy vehicles	62.1	Vehicle accidents	Safety	1. Failure to adhere to maintenance schedule 2. Failure to do roadworthy testing (expired licence disc)	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Lost-time Injuries,	1. Inspections, Servicing and maintenance records 2. Valid licence disc checks 3. Traffic Roadblocks	5	B	II	Mostly effective	Compliance to road traffic rules	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuos	
		63	Sunglare	63.1	Poor visibility (unable to see oncoming or surrounding while reversing)	Safety	1. Reflection of the sun on the windscreen	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Lost-time Injuries,	1. Use of sun visor or sun glasses (tinted safety glasses)	5	A	II	Mostly effective	Training and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act and regs	2026/08/30	In-progress & continuos	
Outage (Mechanical, Electrical , Civil and C&I works)	R	64	Incompetent Contractors	64.1	Increased incident rate	Safety	1. Non-compliance to site requirements 2. Non-compliance to Safe work procedure and Risk assessments	Employees Visitors	Authorise Responsible Person (RP) Responsible managers Responsible supervisor	Daily 24hrs	Lost time injuries	1. Issuing SHE requirements and Evaluation of safety files for compliance 2. Induction Training 3. Continous monitoring and inspection (compliance check)	2	D	II	Mostly effective	Supervision Encourage continous housekeeping on every shift	Site inspection report Incident report	Departmental Managers & Employees	Plant Safety Reg OHS Act 5 of 1993 and its Regulations Eskom Outage procedure	2026/08/30	In-progress & continuous	
		65	New Employees (Unfamiliar with the site/plant)	65.1	Poor Safety behaviour practices (safety culture)	Safety	1. Inadequate induction training 2. Poor visible leadership 3. Poor attitude	Employees Visitors	Authorise Responsible Person (RP) Responsible managers Responsible supervisor	Daily 24hrs	Lost time injuries	1. Induction Training (set enough time for indution when bringing new employees) 2. Scheduled visible-felt leadership walk-abouts 3. Awareness and Training (safety culture)	4	B	III	Mostly effective	Supervision- RP and Supervisor to ensure that there is suffiecient lighting before allowing the workers entering the boiler	Site inspection report Incident report	Departmental Managers & Employees	Plant Safety Reg OHS Act 5 of 1993 and its Regulations Eskom Outage procedure	2026/08/30	In-progress & continuous	
		66	Time Pressure	66.1	Increased incident rate	Safety	1. Fatigue from working long hours	Employees Visitors	Authorise Responsible Person (RP) Responsible managers Responsible supervisor	Daily 24hrs	Lost time injuries	1. Normal working hours (regulated hours - compliance to basic condition of employment act) 2. Intruduce shift 3. Awareness on resting period	4	B	III	Mostly effective	Only trained and competent personnel to be allowed to use the portable grinder or drill.	Site inspection report Incident report	Departmental Managers & Employees	Plant Safety Reg OHS Act 5 of 1993 and its Regulations Eskom Outage procedure	2026/08/30	In-progress & continuous	
Flexible work arrangement (Work from home)		67	Working space/Area	67.1	1. Crime /Theft(laptops, valuables)	Safety	1. Poor security 2. Intruders	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Property damage	1. Awareness on security measures 2. Hybrid policies and procedure	3	C	II	Mostly effective	1. Awareness 2. Inspection	Security check ups	Employee	Enviromental Regulation	2026/08/30	In-progress & continuos	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	Consequence	Likelihood	Risk Priority Rating	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
		68	Work station(Ergonomics)	68.1	1. Body harm(muscle or eye strain)	Safety	1. Use of improper desks and chairs that are not ergonomically design 2. Working from the unsafe space (bed) 3. Prolonged seating on desks	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Occupational Health desease	1. Ergonomic awareness 2. Hybrid policies and procedure	4	B	II	Mostly effective	Behavioral Based Safety Observations	Medical surveillance reports	Employee	Enviromental Regulation	2026/08/30	In-progress & continuos	
		69	Emergencies	69.1	1. Fire and electrical	Safety	1. Electrical faults, 2. Overloading of plugs, 3. Heating appliances	Employee	Employee	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Occupational Health desease	1. Familiarise yourself with emergency exit route 2. Have emergency contact numbers readily and easily accesable 3. Fire extinguishing tools available 4. Awareness on safe use of electrical appliances	4	C	II	Mostly effective	1.Mock emergency exersizes	Employee reporting communication (email)	Employee	Enviromental Regulation	2026/08/30	In-progress & continuos	
Intergration		70	Different Contractors working in the same space/areas (interfacing)	70.1	Exposure to risks from other Contractors	Safety	1. Failure to consider other contractors activities during risk assessment 2. Poor communication between two/more parties working in one area 3. Poor Planning and misunderstanding of scope (scope boundaries) 4. Failure to adhere to permit to work and lock-out process	Contractors and employees	Outage Manager	Daily	1. Fatalities 2. Lost-time Injuries,	1. Start up meetings 2. Integration meetings 3. Interval interactions within different teams 4. Adhoc task and risks communications within area 5. Joint risk assessment by all parties involved 6. Proper planning and clarifying each Contractor scope (setting boundaries for different scope of work for each party) 7. Controlled access (sign-off register) 8. Comply with permit to work and lock-out system	5	C	II	Mostly effective	1.Signage popsting 2.. Awareness training 3. PSR procedure requirement	Audits Reports Inspections Reports Incidents Reports	Outage Manager	Plant Safety Reg OHS Act 5 of 1993 and its Regulations Eskom Outage procedure	2026/08/30	In-progress & continuos	
Demobilisation due to project completion	R	71	Demobilisation	71.1	Increased incidents	Safety	1. Lack of mental alertness/focus (lack of focus/ Not paying attention on the activity at hand) 2. Demoralised employees 3. Poor planning on demob strategy 4. Poor communication of demob plans	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	As and When	Lost time injuries	1. Demob plan and strategy in place 2. Demob plan communicated with employees in advance 3. Close supervision at all times 4. Offer counselling and Psychological support to demoralised employees 5. Training programmes to equip employees with skills for after demob	4	B	II	Mostly effective	1. Communication and awareness, 2. Risk Assessment and SWP 3. Training on financial management	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & 26 Basic Conditions of employment Act; The Constitution of the Republic of South Africa	2026/08/30	In-progress & continuous	
Site De-establishment	R	72	Electrical points not de-energized before disconnecting supply points (Lock-out permit etc)	72.1	Employees can come into contact with live electrical points	Safety	1. No site de-establishment plan in place 2. Poor communication 3. No lock out system applied	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Site de-establishment plan in place 2. SHE specification requirements 3. Compliance to electrical handling 4. Compliance to site procedures 5. Implimentation of SOP's 6. Task execution by a qualified electrician	4	C	II	Mostly effective	1. Risk Assessment and SWP	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 OF 1993 GSR 1-4 Haz Chem Sub 10-15 Env Reg for Workplaces	2026/08/30	In-progress & continuous	
		73	Unsafe methods utilized for the loading and offloading of office buildings, parkhomes for removal from current site to a new site	73.1	Mobile office buildings can slew out of control or strike oberers standing close-by	Safety	1. No procedures in place 2. Incompetent personnel executing the task 3. Improper slings used 4. Rigging plan not used 5. Haste	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost time injuries 2. Fatalities	1. Appropriate slings used 2. Lifting study procedure in place 3.Barricading the area 4. Supervision 5. Training 6. Compliance to Legislation 7. Method statements, 8. SHE specification	5	C	II	Mostly effective	1. Risk Assessment and SWP 2. Inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 OF 1993 GSR 1-4 Haz Chem Sub 10-15 Env Reg for Workplaces	2026/08/30	In-progress & continuous	
Outbreak of the Coronavirus (COVID-19)	N	74	Outbreak of the coronavirus	74.1	(a) Human to Human transmission (Spread of disease)	Health	1. Inhaling infected droplets 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus) 5. Immunocompromised body system 6. Poor Personal Hygiene Practices 7. Non-compliance to Covid-19 rules and regulations (Legal/Eskom) 8. Failure to provide required resources/equipment (sanitisers, disinfectants, masks, hand wash soap etc..)	Employees Visitors Expectant mothers	DR Pernny Mkalipe	On Outbreak and emerging variants	1. Multiple fatalities 2. Life threatening health effects	1. Self-assessment and personal screening (If not feeling well, consult a doctor) 2. Regular cleaning of surfaces/equipment/facilities 3. Maintain Social distance where possible/applicable 4. Provision of resources/equipment (protective) 5. Continuous awareness through information sharing (Ongoing awareness on personal hygiene including regular washing of hands with soap and water) 6. Hybrid model of work implementation (All employees classified as vulnerable are restricted to work from home. Procedure 240-155326818 to be followed) 7. Implementation of Eskom Standard Operating Procedure. 8. Practice good personal Hygiene at all times (Soap and water for washing hands/sanitisers for disinfecting surfaces) 9. Use online platforms for meetings to reduce physical contacts (MS Teams, Zoom, etc..) 10. Encourage Vaccination 11. Impelement hygiene measure during breathalysing (Use of straws, changing wipes regurlaly)	5	C	II	Mostly effective	1. Develop a exposure screening questionnaire 2. Planned Screening through body temperat ure screening 3.In the event that a case suspected there will be referrals as per Department of Health Standard Operating Procedure 4. Utilisation of the current Eskom staff such as (Security, Occupational Health and Safety) 5.Continuous awareness through information sharing 6. All Eskom travelling and in contact with Expatriates to contact the medical center prior to travelling 7. Development of Eskom Standard Operating Procedure.	Audits Reports Inspections Reports Incidents Reports	DR Pernny Mkalipe	Occupational health and safety measures in workplace (COVID 19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318598	2026/08/30	Ongoing as this is currently an Outbreak	
Outage (Mechanical, Electrical , Civil and C&I works)	R	75	High temperature inside the boiler	75.1	Sweating, dizziness	Health	1. Inadequate ventilation.	Employees Contractor employees, Visitors,	Authorise Responsible Person (RP) Responsible managers Responsible supervisor Occupational Hygienist	Daily 24hrs	Life threatening health effects	1. Adequate ventilation Gas test inside the boiler 2. Environment test inside the boiler .	5	B	II	Mostly effective	RP to request the gas and environment test before allowing workers entering the boiler	Site inspection report Incident report	Departmental Managers & Employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuous	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*			*Risk Priority Rating*	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood		**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
		76	Coming into contact with hot surface	76.1	Burns, bruises, spains, fractures	Safety	1. No permit or Isolation of the specific plant	Employees Contractor employees, Visitors,	Authorise Responsible Person (RP) Responsible managers Responsible supervisor Occupational Hygienist	Daily 24hrs	Lost time injuries	1. Permit to work system. 2. Ensure that correct plant has being isolated	4	A	III	Mostly effective	RP and Supervisor/Team leader to ensure that correct plant has being isolated	Site inspection report Incident report	Departmental Managers & Employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuous	
		77	Direct eye contact with arc welding	77.1	Loss of eye vision	Safety	1. Employee does not have the correct welding PPE	Employees Visitors	Authorise Responsible Person (RP) Responsible managers Responsible supervisor Occupational Hygienist	Daily 24hrs	Lost time injuries	1. Correct welding or cutting PPE to be worn (Welding helmet, gloves, and apron)	4	B	III	Mostly effective	The boilermaker or welder to have the correct welding PPE before staring with the works	Site inspection report Incident report	Departmental Managers & Employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuous	
		78	Inadequate ablution facilities	78.1	1. Contact with human excreets 2. Unhygienic/ unpleasant inhalation of waste excretes	Health	1. Shortage of allocated facilities 2. Poor servicing of the facilities 3.Human excreets spills to lower levels 4. Use of undesignated areas	Employees Visitors	Outage Manager Responsible Managers	Daily 24hrs	Medical conditions	1. Efficient continous services 2. Servicing schedule 3. Proper planning to accommodate increase in manpower	3	D	II	Mostly ineffective	Induction Toolbox talks	Daily inspections Reporting in startup meetings	Outage Manager	OHS Act 85 of 1993 and its Regulations CR 30 b Facilities Reg 2	2026/08/30	In-progress & continuous	
Project management and supervision of welding activities	N	79	Fumes and gases generated during welding activities	79.1	Acute or Chronic Respiratory tract diseases	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible) Occupational Hygienist	Daily 3 hrs	Metal Fume Fever LTI	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	B	III	Mostly effective	Supervision, Training & Awareness, Risk assessment, Hazardous Chemical Substances assessment, Engineering Controls and Respiratory Protection Equipment. Medical examination	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuos	
Project management & supervision of welding activities in confined spaces, with insufficient ventilation	N	80	Excessive fumes and gases generated during the welding activities	80.1	Acute or Chronic Respiratory tract diseases	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occupationa Health Practitioner Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Chemical Asphyxiation Metal Fume Fever Medical treatment and Dizziness	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	B	III	Mostly effective	Legislation Supervision Training & Awareness Health Risk Assessment, Occupational Hygiene Inspections Hazardous chemical substances assessment, Engineering controls and Respiratory Protection Equipment. Medical Surveillance,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programme 200-93129	2026/08/30	In-progress & continuos	
Project management and supervision of grinding and Steel cutting activities	N	81	Grinding steel, Cutting and Hammering leading to noise exposure	81.1	Exposure to excessive Noise ≥ 85 dB (A)	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occ Health Practitioner Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 5 hrs	Noise Induced Hearing Loss	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	C	II	Mostly effective	Legislation Supervision Training & Awareness Health Risk Assessment, Occupational Hygiene Inspections, Noise assessment and Hearing Conservation Programme.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85, GSR 9.M SHE spec 200-207219 sec 59	2026/08/30	In-progress & continuos	
Working in Areas with restricted movement and awkward posture	R	82	Manual Handling, Incorrect bending, Repetetive motions, Lifting of heavy materials	82.1	Musculoskeletal disorders (MSDs)	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Employees with dissabilities	Occupationa Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Medical Treatment Injury and LTI	1. Training & awareness, 2. Occupational Health & Hygiene . 3. Inspection/survey..	3	B	III	Mostly effective	Legislation Supervision Training and Awareness Risk assessment Occupational hygiene inspections and Ergonomic assessments	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation	2026/08/30	In-progress & continuos	
Use of handed over equipments	R	83	Defective/Excessive usage of Lifting equipments (Hoist, Lifts, Winch ,overhead cranes)sharing equipments	83.1	1. Panic due to passenger lift Malfunctioning 2. Free flow/ Uncontrolled movements of Lifting devices 3. Malfunctioning 4. Mechanical failure	Safety	1. Poor mantainance monitoring 2. Taking responsibility 3. Liability 4. Wear and tear	Employees Visitors	Gx & GC GE Construction manager Responsible discipline Manager	Daily 3 hrs	Property damage Injuries	1. Controlled remotes 2. Mantainance and service plan 3. Planned monitoring meeting 4. Statutory compliance 5. Communication 6. Increase of Crane inspections 7. Qualified operators	4	D	I	Mostly ineffective	Awareness Planned inspections Displaying usage signs Lock out system	Audits Inspection reports	Gx GM and GC GM	OHS Act 85 of 1993 Sec10 Driven Machinery Reg 18 Lift Esca and Passengers Conveyor Reg	2026/08/30	In-progress & continuos	
Workspace	R	84	Sharing of offices	84.1	1. Indecisive appointment of Cabins SHE representatives 2. Unclear liability		1. Unavailability of Representative on statutory requirement compliance 2. No ergonomic assessment in place	Employees Visitors	Gx & GC GE Construction manager Responsible discipline Manager	Daily 9 hrs	Unattended injuries	1. Coverage by neigbouring Cabins SHE Representative	2	B	IV	Mostly effective	Display names of ther cabin SHE persons Reporting to the	SHE Rep inspection reports Meetings	Gx GM and GC GM	OHS Act 85 OF 1993 Env Reg for Workplaces Facilities Regulations 4 (h) Hazardous Chem Subs Regulations 8 Lead Regulation 9	2026/08/30	In-progress & continuos	
Repair/breakdown works	N	85	One BU requesting another BU o repair defects	85.1	1. Incidents not investigated timeously 2. Non compliance to PSR	Safety	1. No written agreements between two divisions 2. Lack of accountability 3. No maintenance contracts 4. Unclear roles & responsibilities 5. Plant lock out system	Employees Visitors Employees with dissabilities	Gx & GC GE Construction manager Responsible discipline Manager	Daily 9 hrs	Injuries	Agreement to be in writing	3	D	II	Mostly effective	Communication	Inspections Meetings	Gx GM and GC GM	OHS Act 85 OF 1993 32-95 Incident management procedure	2026/08/30	In-progress & continuos	

Occupational Health and Safety Baseline risk assessment																							
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List activity	***Activity type (Routine/Non-routine)***	***Hazard nr***	***Hazard Identification***	***Risk Nr***	***Associated risk***	***Risk type***	***Cause(s) of the risk***	***Exposed group/employees***	***Risk Owner***	***Exposure patterns***	***What are the possible consequences?***	***Existing Controls***			**Risk Priority Rating**	***Additional Controls or Tasks Aimed at improving Existing Controls***		***Monitoring Mechanisms***	***Control Owner***	***Legal and Other Requirements***	***Target Date***	***Current Status***	***Integrated Risk Management (IRM) reference number***
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood		**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
Office Environment: Administrative work; Office Furniture/Equipment; Work Ergonomics	R	86	Poor Ventilation	86.1	Acute respiratory Disease, Fatigue, Headaches, Irritation of the eyes, and Nasal congestion	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors Employees with dissabilities	Occ Health Practitioner Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Medical Treatment and Increased absenteesim Building Sick Syndrome	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Legislation standards Supervision, Training & awareness, Natural ventilation, Indoor air quality assessment and Occupational Hygiene Survey and Gas Monitoring Maintenance of air conditioners	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 Env Reg for Workplaces Facilities Regulations 4 (h) Hazardous Chem Subs Regulations 8 Lead Regulation 9 Asbestos Regulations 8 CR 6 (F) Regulation for Haz Biological Agents 15, 16 GSR 4 sec 3	2026/08/30	In-progress & continuos	
		87	Poor work design, poor lighting and increased visual demand might expose the employees to ergonomics	87.1	Eye strain Headache Back ache	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 9 hrs	Irreversible health effects with permanent consequences	1. Training & awareness	4	B	III	Mostly effective	Legislation Training & awareness Air conditioning system, Extraction ventilation system, Occupational Health & Hygiene Inspection.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation 2019	2026/08/30	In-progress & continuos	
		88	Poor Ergonomics	88.1	Musculoskeletal disorders (MSDs) or back pains	Heath	1. Improperly adjusted workstations and chairs. 2. Frequent lifting. 3. Poor posture. 4. Awkward movements, especially if they are repetitive. 5. Using too much force, especially if it's done frequently	Employees	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 9 hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey.. 3. Medical Surveillance	3	C	II	Fully effective	Legislation, (Occupational Health and Safety Act (85 1993) Ergonomics Regulations, 2019) Training and Awareness, Risk assessment, Ergonomic assessment and Occupational hygiene inspection.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation	2026/08/30	In-progress & continuos	
		89	Air Conditioners	89.1	Colds or Fever	Heath	1. Heat & Coldness, 2. Dirty filters of the air conditioners	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 5 hrs	Occupational disease	1. Constant checks, 2. Adjust air conditioners whenever the weather conditions change. 3. Maintainance of the air conditioners.	2	B	IV	Mostly effective	1. Heat & Cold stress monitoring	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993	2026/08/30	In-progress & continuous	
		90	Laptop	90.1	Vision Problems. Repetitive Stress Injuries. Headaches	Heath	1. Brightness. 2. Long exposure to the laptop	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Occupational disease with irreversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Fully effective	1. Eskom employee assistance program . 2. Equipment calibration program implimented	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 Ergonomic Regulation	2026/08/30	In-progress & continuos	
		91.1	Smoking in undesignated areas	91.1	1. Exposing non-smokers to secondary smoke	Safety	1. Ignorance of following the rules (Behavioural issue) 2. Insufficient designated smoking areas	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Health issues Property damage	1. Designated smoking areas provided	1	C	IV	Mostly effective	Training and awareness on smoking	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees		2026/08/30	In-progress & continuos	
Substance abuse	R	92	Intoxicated employees (operators)	92.1	Injuries, Mental instability and health risk	Health	1. Poor judgement 2. Unfit employees 3. Mental disoriantation	Employees Expectant Females Breastfeeding Mothers People living with Disabilities Visitors	Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Security access control procedure in place 2. Random alcohol testing 3. SHE induction 4. Eskom life-saving rule , communication, implementation and enforcement 5. Awareness on substance abuse 6. Eskom employee assistance program . 7. Equipment calibration program implimented 8. Implementation and enforcement of substance abuse procedure	3	C	II	Mostly effective	1. Eskom employee assistance program . 2. Additional random testing (alcohol & drugs) at contractors laydown areas 3. Stand down - Communicationg Life Saving rules 4. Enforcing Investigation 5. Availability of management/supervisor to dicsuss with employees were theres a need 6. Identifying and referal for counselling	Inspections Reports Security weekly reports BU register for Be Sober violations	Departmental Managers & Employees	OHS Act 85 of 1993 General Safety Reg 2	2026/08/30	In-progress & continuous	
Project management and supervision of drilling and blasting at Concrete Mixing Plants and concrete works	N	93	Crystalline Silica Exposure	93.1	Developoment of Acute or Chronic Silicosis	Health	1. Failure to implement or adhere to dust management procedure. 2. Faulure to do dust surpression 3. Failure to use/provide dust masks	Employees Visitors	Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Silicosis	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey.. 3. Provision and usage of PPE 4.Crystalline silica dust surveys, Dust suppression, and Enclosed Cabins for plant/equipment	5	C	II	Mostly effective	1. Training & awareness, 2. Risk assessment, 3. Site inspctions	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuos	
Project management and supervision of blasting operations	N	97	Blasting	97.1	Exposure to Hazardous gasses, fumes and dust	Health	1. Not wearing proper respiratory equipment, 2. Poor ventilation, 3. None adherence to re-entry times, 4.Blasting notification not communicated	Employees Visitors	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Legislation, 2. Standards & Procedures, 3. Supervision, 4. Engineering controls, 5. PPE, 6. Medical screening,	5	B	II	Mostly effective	1. Signage around blasting parameters, 2.Supervison, 3.Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Medupi SHE Spec 71 OHS Act 85 of 1993 Explosives Regulation13 of the OHS Act Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuos	

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List activity	***Activity type (Routine/Non-routine)***	***Hazard nr***	***Hazard Identification***	***Risk Nr***	***Associated risk***	***Risk type***	***Cause(s) of the risk***	***Exposed group/employees***	***Risk Owner***	***Exposure patterns***	***What are the possible consequences?***	***Existing Controls***			***Risk Priority Rating***	***Additional Controls or Tasks Aimed at improving Existing Controls***		***Monitoring Mechanisms***	***Control Owner***	***Legal and Other Requirements***	***Target Date***	***Current Status***	***Integrated Risk Management (IRM) reference number***
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood		**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
Construction activities in poorly lit areas (Cable tunnels, confined spaces, Substations and Corridors	N	94	Working in areas with subliminal Illumination levels	94.1	Eye strain	Health	1.Inadequate lighting design 2.Burnt-out or faulty light bulbs 3. Power supply issues 4. Poorly maintained lighting fixtures 5.Environmental obstructions blocking light 6. Use of insufficient temporary lighting 7. Adverse weather conditions (for outdoor work) 8. Failure of emergency or backup lighting 9. Aging or outdated lighting infrastructure 10. Improper use or lack of personal task lighting 11. Accumulation of dust or dirt on fixtures 12. Incorrect positioning or angle of lights 13. Overloaded electrical circuits 14. Shadows created by equipment or structures 15. Lack of regular lighting inspections and maintenance	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Medical Treatment & Increased absenteesm	1.Conduct proper lighting design based on applicable standards and task requirements. 2. Implement a scheduled inspection and replacement program for light bulbs. 3. Ensure stable and reliable power supply with backup systems (e.g., UPS or generators). 4. Maintain and clean lighting fixtures regularly to ensure optimal output. 5. Remove or reposition obstructions that block light sources. 6. Provide adequate and adjustable temporary lighting for short-term work areas. 7. Monitor weather forecasts and adjust outdoor lighting accordingly. 8. Test and maintain emergency lighting systems as per regulations. 9. Upgrade aging lighting infrastructure with energy-efficient and brighter alternatives. 10. Supply workers with appropriate personal lighting (e.g., headlamps, portable lights). 11. Clean dust and dirt from light covers and reflectors frequently. 12. Ensure proper positioning and angling of lights during installation and use. 13. Conduct electrical load assessments to avoid circuit overloads. 14. Identify and eliminate shadow zones during planning and walkthroughs. 15. Establish and follow a preventative maintenance	3	C	II	Mostly effective	Site inspection and prompt reporting of defects	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 CSR 2 CR 6 & 7 Env Reg 3 & 4	2025/08/08	In-progress & continuos	
Maintenance of Air conditioning Units	N	95	Poorly maintained ventilation systems and stagnant water	95.1	Hazardous Biological Adents: Legionella	Health	1. Lack of a preventative maintenance program 2. Blocked or clogged air filters and drainage systems 3. Accumulation of dust, mold, or debris in system components	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Irreversible health effects with permanent consequences	1. Implement a scheduled preventative maintenance program 2. Control moisture to prevent mold growth 3. Schedule routine cleaning of ducts, vents, and system internals	4	C	II	Mostly effective	Site inspection and prompt reporting of defects	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Env Reg 2,4 & 5 CR 26	2026/08/30	In-progress & continuos	
Confined spaces work and Tunnels, and substation works	R	96	Poor Ventilation	96.1	Hazardous Biological Adents: Legionella	Health	1. Lack of a preventative maintenance program 2. Blocked or clogged air filters and drainage systems 3. Accumulation of dust, mold, or debris in system components	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Occupational disease with reversible effects	1. Implement a scheduled preventative maintenance program 2. Control moisture to prevent mold growth 3. Schedule routine cleaning of ducts, vents, and system internals	3	C	II	Mostly effective	Site inspection and prompt reporting of defects	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Env Reg 4, 5 Gen Safety Reg 5	2026/08/30	In-progress & continuos	
Driving/Operation of Plant/Equipment and Manual Handling	R	97	Poor ergonomically designed work station	97.1	Musculoskeletal Disoders (MSDs)	Health	1. Incorrect workstation height or layout 2. Lack of adjustable chairs, desks, or monitors 3. Poor positioning of tools, equipment, or screens 4. Prolonged static postures without movement 5. Repetitive tasks without adequate breaks or variation	Employees Employees with dissabilities	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Occupational disease with reversible effects	1. Design workstations to allow proper height and layout adjustment 2 .Provide adjustable chairs, desks, and monitor stands 3. Position tools and equipment within easy reach and at optimal angles 4. Encourage regular movement, stretching, and posture changes 5. Schedule task rotation and regular breaks to reduce repetition and strain	3	C	II	Mostly effective	Behavioral Bases Safety Observations	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 CSR 2 CR 6 & 7 Ergonomic Regulation 2019	2026/08/30	In-progress & continuos	
Outdoor Manual Construction Activities: Temperature Extremes	N	98	Performing work outdoors under extreme environmental conditions	98.1	Heat Stress; Cold Stress	Health	1. Exposure to extreme weather conditions (high heat and sun or low temperatures with wind chill) 2. Inadequate or inappropriate protective clothing for temperature conditions 3. Prolonged physical exertion without adequate rest or shelter 4. Lack of access to hydration (for heat) or warm areas/breaks (for cold) 5. Poor workplace design, including insufficient shaded areas or wind protection	Employees Visitors	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Occupational disease with reversible effects	1. Provide appropriate clothing and personal protective equipment suited to temperature conditions (breathable/lightweight for heat; insulated/waterproof for cold). 2.Schedule work-rest cycles with regular breaks in shaded or warm shelters. 3. Ensure easy access to drinking water and encourage frequent hydration during hot conditions. 4. Train workers to recognize symptoms of heat and cold stress and promote early reporting and response.	3	C	II	Mostly effective	Site inspections and awareness and training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 1993, Env Reg 2 Gen Safety Reg,	2026/08/30	In-progress & continuos	
				102.2	Ultra Violet Radiation Exposure	Health	1. Working outdoors without adequate sun protection 2. Lack of or inadequate use of personal protective equipment (PPE) like hats, sunglasses, and sunscreen 3. Prolonged exposure during peak sunlight hours (10 AM – 4 PM) 4. Reflection of UV rays from surfaces such as water, sand, concrete, or metal Insufficient awareness or training about UV risks and protection measures	Employees Expectant employees Breast feeding mothers	Occupational Hygienist Radiation Officer Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3hrs	Occupational disease with reversible effects	1. Provide and enforce the use of appropriate PPE such as wide-brimmed hats, UV-blocking sunglasses, and sunscreen with high SPF. 2. Where reasonably practicable,schedule outdoor work outside peak UV hours (before 10 AM and after 4 PM) when possible. 3. Educate and train workers on UV risks, safe practices, and early signs of UV-related health issues.	3	C	II	Mostly effective	Site inspections and awareness and training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 1993, Env Reg 2 Gen Safety Reg,	2026/08/30	In-progress & continuos	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	*Activity type (Routine/Non-routine)*	*Hazard nr*	*Hazard Identification*	*Risk Nr*	*Associated risk*	*Risk type*	*Cause(s) of the risk*	*Exposed group/employees*	*Risk Owner*	*Exposure patterns*	*What are the possible consequences?*	*Existing Controls*	Consequence	Likelihood	Risk Priority Rating	*Additional Controls or Tasks Aimed at improving Existing Controls*		*Monitoring Mechanisms*	*Control Owner*	*Legal and Other Requirements*	*Target Date*	*Current Status*	*Integrated Risk Management (IRM) reference number*
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**				**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
Project management and supervision of cement works: mixing and cement breakage activities	N	100	Skin and eyes irritation	100.1	Dust exposure Hazardous chemical agent exposure	Health	1. Direct contact with wet cement, which is alkaline and caustic 2. Exposure to cement dust particles causing dryness and irritation 3. Inhalation or contact with additives or chemical admixtures in cement 4. Lack of or improper use of personal protective equipment (gloves, goggles) 5. Prolonged exposure without proper washing or hygiene after handling cement	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Occupational disease with reversible effects	1. Provide and require the use of appropriate PPE—such as chemical-resistant gloves, long sleeves, and safety goggles. 2. Train workers on the hazards of wet cement and proper handling techniques. 3. Encourage frequent washing of skin with clean water and mild soap, especially after contact. 4. Use barrier creams to protect exposed skin where appropriate. 5. Ensure good housekeeping to minimize dust accumulation and provide proper ventilation.	3	C	II	Mostly effective	Site inspections and awareness and training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Medupi SHE Spec 71 CR 14, OHS Act 85 of 1993 Hazardous Biological Agent Reg Env Reg 6	2026/08/30	In-progress & continuos	
Driving, Grinding, Jack Hammering and Hand Drilling	R	101	Segmental and Whole Body Vibration	101.1	Vibration White Finger (VWF), Hand Arm Vibration Syndrome (HAVS) and Whole Body Vibration	Health	1. Use of vibrating tools and equipment without vibration dampening features 2.Prolonged duration of exposure to vibrating machinery 3. Poorly maintained or unbalanced equipment increasing vibration levels 4. Improper posture or grip during tool operation 5. Lack of scheduled breaks or rotation to limit vibration exposure	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3hrs	Occupational disease with reversible effects	1. Use tools and equipment with built-in vibration reduction or damping features. 2. Implement work/rest cycles to limit continuous exposure to vibration. 3. Maintain and service equipment regularly to reduce excessive vibration. 4. Train workers on correct posture, grip, and handling techniques to minimize vibration impact. 5. Rotate tasks among workers to reduce individual vibration exposure duration.	3	C	II	Mostly effective	Training and awareness Risk assessment Occupational hygiene inspection Maintenance of equipment	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129	2026/08/30	In-progress & continuos	
Project management and supervision of X-ray activities	R	102	Exposure to radiation during testing of material and surface by radioctive material	102.1	Over-exposure to radiation that might lead to development of cancers of the body parts	Health	1. Working without proper shielding or barriers around radiation sources 2. Prolonged or frequent exposure to high levels of ionizing radiation (X-rays, gamma rays) 3. Inadequate use or absence of personal protective equipment (lead aprons, badges) 4. Lack of monitoring or control of radiation doses received by workers 5. Poor workplace design or failure to follow safety protocols and regulations	Employees Expectant employees Breast feeding mothers Visitors	Radiation Officer Responsible Functional Managers (accountable) & Employees (responsible)r	Day 3hrs	Occupational Disease with reversible effects	1. Use appropriate shielding (lead walls, barriers) around radiation sources. 2. Limit time spent near radiation sources and implement strict exposure time controls. 3. Provide and enforce the use of personal protective equipment (PPE) such as lead aprons and dosimeter badges. 4. Conduct regular radiation dose monitoring and maintain exposure records for workers. 5. Train workers on radiation safety protocols and ensure compliance with regulatory standards.	4	C	II	Mostly effective	Safe work procedures Training & awareness, Legislation and standards, Barricading Supervision.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Medupi SHE Spec 69 OHS Act 85 of 1993 and Regs Code of practice for Industrial Radiology IRCP91- 1 200-20131 Industrial Radiography Procedure Rev	2026/08/30	In-progress & continuos	
Quality assurance testing using Radioactive Isotopes	N	103	Ionising radiotion sources used to check integrirt and strength of welded steel.	103.1	Mutation Cancer Death Damage to internal Organs Infertility Leukaemia and Burns	Health	1. Working without proper shielding or barriers around radiation sources 2. Prolonged or frequent exposure to high levels of ionizing radiation (X-rays, gamma rays) 3. Inadequate use or absence of personal protective equipment (lead aprons, badges) 4. Lack of monitoring or control of radiation doses received by workers 5. Poor workplace design or failure to follow safety protocols and regulations	Employees Expectant employees Breast feeding mothers Visitors	Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3hrs	Fatality	1. Use appropriate shielding (lead walls, barriers) around radiation sources. 2. Limit time spent near radiation sources and implement strict exposure time controls. 3. Provide and enforce the use of personal protective equipment (PPE) such as lead aprons and dosimeter badges. 4. Conduct regular radiation dose monitoring and maintain exposure records for workers. 5. Train workers on radiation safety protocols and ensure compliance with regulatory standards.	5	C	II	Mostly effective	Safe work procedures Training & awareness, Legislation and standards, Barricading Supervision.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Medupi SHE Spec 69 OHS Act 85 of 1993 and Regs Code of practice for Industrial Radiology IRCP91- 1 200-20131 Industrial Radiography Procedure	2026/08/30	In-progress & continuos	
Project management and supervision of steel and strucure painting and maintenance	R	104	Volatile Organic Compounds liberated from the paint during the painting activities	104.1	Acute of Chronic Respiratory disease Irritation of the skin and eyes Dizziness/Fainting	Health	1. Use of solvent-based paints and coatings containing high VOC content 2. Poor ventilation in painting areas allowing VOC accumulation 3. Spraying or applying paint in enclosed or confined spaces 4. Lack of use of low-VOC or VOC-free paint alternatives 5. Inadequate storage or handling of paint materials causing VOC release	Employees	Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 3 hrs	Occupational disease with reversible effects	1. Use low-VOC or VOC-free paints and coatings 2. Review and select products using Safety Data Sheets (SDS) 3. Install mechanical ventilation or exhaust systems in painting areas 4. Ensure natural ventilation where mechanical systems aren't feasible 5. Train workers on safe handling, storage, and application of paints	3	C	II	Mostly effective	Legislation, Training & awareness, Risk assessment, Occupational hygiene inspections and assessments.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993, Medupi SHE Spec 52, Hazordous Chem substances	2026/08/30	In-progress & continuos	

Occupational Health and Safety Baseline risk assessment

Business/Operating unit:	**Medupi Power Station Project**	**Department:**	**All Departments**	**Next Review Date (every 2 years):**	**Template identifier:** **240-70044602**
Date:	27-Aug-25	**Prepared by:**	Risk Assessment Team in consultation with employees as per the attendance register	**Authorised by:** Name: Zandi Shange Designation: General Manager- Project Manager Date:	**Document Identifier** **Revision number** **5** **Revision date:** **30-Apr-27**

Refer to Occupational Health and Safety Risk assessment procedure 32-520

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List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	**Indicate R or N** 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. **Note:** A hazard can pose more than one risk.	#	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are: - in place, - implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)**	Consequence	Likelihood		**RCE** Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) **Elimination** **Substitution** **Engineering controls** **Administrative controls** **Personal protective equipment (PPE)** **NB:** *The risk shall be evaluated, assessed and rated again once additional controls have been implemented and those controls listed as existing controls.*	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. *(applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)*
Emergency Treatment of injured employees, First aid treatment and day to day Medical Treatment	N	105	Injured employees who are carriers of diseases and contact with body fluids	105.1	Hazardous Biological Agents: Hepatitis A, B and C	Health	1. Lack of use of personal protective equipment (PPE) such as gloves and face shields 2. Inadequate training in first aid and infection control procedures 3. Accidental contact with blood, open wounds, or other body fluids 4. Improper disposal of contaminated materials (e.g., gauze, gloves) 5. Absence of a proper first aid response plan or infection control protocol	Employees	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Provide and enforce the use of appropriate PPE (e.g., gloves, face shields, aprons) 2. Train first aiders in infection control and proper handling of body fluids 3. Establish and follow standard precautions for all first aid situations 4. Use biohazard containers for disposal of contaminated materials 5. Maintain well-stocked first aid kits with PPE and disinfectants 6. Clean and disinfect surfaces and tools after each use 7. Encourage reporting and medical follow-up after potential exposure incidents 8. Implement a clear infection control and first aid response plan	4	C	II	Mostly effective	Training & Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129 Hazardous Biological Agents Reg	2026/08/30	In-progress & continuos	
		106	Injured employees that are infected with blood borne microorganisms	106.1	Human Immuno Virus (HIV) & Acquired Immuno Deficiency Syndrome (AIDS)	Health	1. Improper use or absence of personal protective equipment (PPE) 2. Use of contaminated first aid equipment or supplies 3. Cross-contamination from the first aider 4. Incorrect disposal of biohazardous waste 5. Lack of training or awareness on bloodborne pathogen precautions	Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Enforce proper use of PPE 2. Maintain sterile and stocked first aid supplies 3. Implement hand hygiene and health screening for first aiders 4. Provide and use proper biohazard disposal containers 5. Conduct regular training on bloodborne pathogen precautions	4	C	II	Mostly effective		Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129 Hazardous Biological Agents Reg	2026/08/30	In-progress & continuos	
		107	Injured employees that are carriers of air borne microorganisms	107.1	Mycobacterium tuberculosis	Health	1. Improper use or absence of personal protective equipment (PPE) 2. Use of contaminated first aid equipment or supplies 3. Cross-contamination from the first aider 4. Incorrect disposal of biohazardous waste 5. Lack of training or awareness on bloodborne pathogen precautions	Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)r	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Enforce proper use of PPE 2. Maintain sterile and stocked first aid supplies 3. Implement hand hygiene and health screening for first aiders 4. Provide and use proper biohazard disposal containers 5. Conduct regular training on bloodborne pathogen precautions	4	C	II	Mostly effective		Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Programm 200-93129 Hazardous Biological Agents Reg	2026/08/30	In-progress & continuos	
Flexible work arrangement		108	Environmental health Hazards	108.1	Poor Lighting	Health	1.Inadequate lighting design 2.Burnt-out or faulty light bulbs 3. Power supply issues 4. Poorly maintained lighting fixtures 5.Environmental obstructions blocking light 6. Use of insufficient temporary lighting 7. Adverse weather conditions (for outdoor work) 8. Failure of emergency or backup lighting 9. Aging or outdated lighting infrastructure 10. Improper use or lack of personal task lighting 11. Accumulation of dust or dirt on fixtures 12. Incorrect positioning or angle of lights 13. Overloaded electrical circuits 14. Shadows created by equipment or structures 15. Lack of regular lighting inspections and maintenance	Employee	Employee	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Occupational Health desease	1.Conduct proper lighting design based on applicable standards and task requirements. 2. Implement a scheduled inspection and replacement program for light bulbs. 3. Ensure stable and reliable power supply with backup systems (e.g., UPS or generators). 4. Maintain and clean lighting fixtures regularly to ensure optimal output. 5. Remove or reposition obstructions that block light sources. 6. Provide adequate and adjustable temporary lighting for short-term work areas. 7. Monitor weather forecasts and adjust outdoor lighting accordingly. 8. Test and maintain emergency lighting systems as per regulations. 9. Upgrade aging lighting infrastructure with energy-efficient and brighter alternatives. 10. Supply workers with appropriate personal lighting (e.g., headlamps, portable lights). 11. Clean dust and dirt from light covers and reflectors frequently. 12. Ensure proper positioning and angling of lights during installation and use. 13. Conduct electrical load assessments to avoid circuit overloads. 14. Identify and eliminate shadow zones during cleaning and walkthroughs	2	C	III	Mostly effective		Audits Reports Inspections Reports	Employee	Enviromental Regulation	2025/08/30	In-progress & continuos	
				108.2	Poor Ventilation	Health	1. Lack of a preventative maintenance program 2. Blocked or clogged air filters and drainage systems 3. Accumulation of dust, mold, or debris in system components	Employee	Employee	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Occupational Health desease	1. Implement a scheduled preventative maintenance program 2. Control moisture to prevent mold growth 3. Schedule routine cleaning of ducts, vents, and system internals	2	C	III	Mostly effective		Audits Reports Inspections Reports	Employee	Enviromental Regulation	2026/08/30	In-progress & continuos	
				108.3	Noise	Health	1. High noice from sound system from in house or neigbours	Employee	Employee	Daily	Occupational disease with reversible effects	1. Keep noice levels low	2	C	III	Mostly effective		Audits Reports Inspections Reports	Employee	Enviromental Regulation	2026/08/30	In-progress & continuos	
		109	Distraction/ Disturbance	109.1	Other household and family members	Health	1. Social issues 2. Surrounding campansioanate in the house 3.Family responsibilities	Employee	Employee	Daily	1. Lost-time Injuries 2. Medical 3. First Aid 4. Occupational Health desease	1. Keeping your work space closed 2, Notify other occupance that you are working 3. Ignore the house activities	3	B	III	Mostly effective		Audits Reports Inspections Reports	Employee	Occ Health and Safety Act 85 of 1993	2026/08/30	In-progress & continuos	