

Chain of Responsibility (CoR) Policy

Introduction

Chain of Responsibility (CoR) is a nationally legislated program of compliance that applies to everyone involved in transport by heavy vehicle. It aims to improve safety and reduce accidents across the road transport industry. All persons involved in consigning, packing, loading, driving, operation and receiving are covered by these laws.

Vital Chemical values the health and safety of its workers and all parties within the Chain of Responsibility. This policy provides a framework to ensure that Vital Chemical provides its workers with the systems, procedures, and knowledge to ensure that the compliance requirements of the Chain of Responsibility are met.

Responsibilities of the Company

The company will, to the extent that is reasonably required to do so:

- Appoint a HSEQ Manager to implement and monitor this policy including periodically reviewing CoR Laws, Regulations and Industry Codes of Practice.
- Implement Safety Management Systems to record, monitor, review and take all reasonable steps to ensure that the systems are maintained through auditing.
- Identify issues relating to CoR and implement strategies to continually improve.
- Ensure any persons engaged to work for Vital Chemical maintains the required licences, is fully inducted and is medically fit to drive.
- Provide necessary training to the workers so they complete their task safely.
- Create an environment where employees and contractors are encouraged to raise concerns regarding CoR requirements.
- Carry out regular scheduled vehicle checks and maintenance to ensure vehicles are safe and roadworthy.
- Ensure that loads do not exceed dimension and mass limits and ensure that loads are adequately restrained.
- Ensure that drivers routes are safe and that no demands are placed on drivers that may result in a driver putting themselves and others at risk.
- At no time encourage or direct employees, or contractors, to achieve results at the expense of ethical conduct of compliance with any CoR or Heavy Vehicle Laws.



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Responsibilities of Workers

Workers are required to:

- Follow the Safety Management System and procedures implemented in relation to CoR.
- Follow all reasonable directions regarding compliance with CoR laws.
- Report any incidents or breaches of the CoR laws or the systems and processes implemented by Vital Chemical in the Safety Management System provided.
- Ensure they are fit for duty.
- Manage their individual work and rest times and do not drive if fatigued.
- Ensure that loads do not exceed dimension and mass limits and ensure that loads are adequately restrained.

Vital Chemical takes the chain of responsibility obligations seriously. Any breach of this policy may result in disciplinary action.

Implementation

This Chain of Responsibility Policy is implemented and communicated to all relevant parties. A copy is displayed on the Vital Chemical website.

Authorised by Vital Chemical Pty Ltd Directors:

Letiscia Xavier

24/06/2025

Date

Paul McMullen

24/06/2025

Date