

Ref. EXE-81102/LEG04.02/SR:md

22nd February 2022

Ms Sonya Nicolaci
Chief Executive Officer
Human Rights Advocates Australia

BY EMAIL: sonya@humanrightsadvocates.com.au

Dear Ms Nicolaci

Dalrymple Bay Coal Terminal Pty Ltd (DBCT P/L) Site Access Requirement

We refer to your correspondence dated 17th February 2022.

We care about our workers, their families and our community and want to do everything we can to ensure that they are as safe as they can be during this uncertain time. As part of this, we have carefully considered the use of COVID-19 vaccinations at the Terminal.

Our decision to apply the Site Access Requirement was the subject of detailed consideration and consultation with our people, supported by information including public health advice from State and Federal Governments, risk assessments and specialist medical advice. Most importantly, the decision took into account the information and feedback provided by our workforce during an extensive consultation process that took place over a number of months. We are not applying coercion (consistent with the recent position taken by the Fair Work Commission on similar access requirements) and are taking a compassionate approach which involves us working closely with our people to find solutions.

In response to requests for information and copies of documentation in relation to the steps DBCT P/L has taken to comply with its obligations under the *Privacy Act 1988* (Cth) and *Work Health and Safety Act 2011* (Qld), this information has been provided to our workforce through the consultation process.

I hope that this information assists you in supporting the DBCT P/L employees who you are advising.

Yours faithfully,



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STEVE RAE
Chief Executive Officer