



17 April 2024

ENFORCEABLE UNDERTAKING

Part 11

Work Health and Safety Act 2011

The commitments in this enforceable undertaking
are given by

ProTen Holdings Pty Ltd

ACN: 100 327 357

to SafeWork NSW and accepted by SafeWork NSW

Privacy statement

SafeWork NSW respects your privacy and is committed to protecting personal information. The information provided on this document is for the purpose of making an undertaking to SafeWork NSW given for the purposes of part 11 of the WHS Act. This information will be managed within the requirements of the current state government privacy regime.

SafeWork NSW may publish the undertaking and the information contained in it for purposes identified in the undertaking or for other appropriate legal purposes in various publications such as newspapers and on its website. SafeWork NSW may be required to disclose personal information to other regulatory agencies in accordance with other law enforcement activities which may be conducted as part of an investigation. Further information on our privacy policy is available at safework.nsw.gov.au.

Purpose

The purpose of this enforceable undertaking is to document the undertakings given to SafeWork NSW and accepted by SafeWork NSW pursuant to Part 11 of the Work Health and Safety Act 2011 (**WHS Act**) in connection with matters relating to alleged contraventions of the WHS Act or the Work Health and Safety Regulation 2017 (**the Regulation**). The Agreed Terms of the Enforceable Undertaking are set out below.

Section 1 – General information

a. Details of the person giving the undertaking

Entity Name:	ProTen Holdings Pty Ltd
ACN / ABN:	100 327 357
Registered Address:	Suite 1103, Level 11 99 Mount Street North Sydney NSW 2060
Postal address:	PO Box 1746 North Sydney NSW 2060
Telephone contact:	██
Email address:	██████████@ProTen.com.au
Legal structure:	Australian Proprietary Company
Type of business:	Poultry farm owner and operator
Commencement date of the entity:	7 March 2008
Number of workers:	Full-time: 214 Part-time: 3 Casual: 134 (As at 22 January 2024)
Products and/or services:	ProTen Holdings Pty Ltd is the leading broiler chicken farm developer and operator in Australia

b. Commencement

This Undertaking comes into effect when:

- i. the Undertaking is executed by ProTen Holdings Pty Ltd;
- ii. SafeWork NSW accepts the executed Undertaking (**Commencement Date**).

c. Duration

- i. Section 5 identifies timeframes for the completion of each strategy identified in this enforceable undertaking;
- ii. the enforceable undertaking will be concluded on written advice from SafeWork NSW to ProTen Holdings Pty Ltd when all requirements of the undertaking have been satisfactorily executed.

Section 2 – The alleged contravention

a. Details of the alleged contravention

It is alleged by SafeWork NSW that on 13 October 2020, ProTen Holdings Pty Ltd (**ProTen**), a person with management or control of a workplace, failed to discharge the duty it held to any person, to ensure, so far as is reasonably practicable, that the workplace, the means of entering and exiting the workplace and anything arising from the workplace is without risks to health and safety contrary to sections 20(2)/32 of the WHS Act or in the alternative, contrary to 20(2)/33 of the WHS Act.

b. Details of the events surrounding the alleged contravention

On 13 October 2020 at a farm owned by ProTen in Griffith NSW, a worker engaged to undertake straw bedding services by [REDACTED], a third-party contractor, was fatally injured when he was struck and run over by a reversing telehandler operated by another worker of [REDACTED].

c. The details of any injury that arose from the alleged contravention

The Worker sustained fatal injuries.

d. An acknowledgement that SafeWork NSW alleged a contravention has occurred

It is acknowledged by ProTen that SafeWork NSW has alleged that ProTen has contravened sections 20(2) and 32 of the WHS Act, or in the alternative, that ProTen has contravened sections 20(2) and 33 of the WHS Act.

e. A statement of regret that the incident occurred

ProTen regrets that the incident on 13 October 2020 occurred and that the Worker sustained fatal injuries as a result of the incident.

Note: the above is not an admission of guilt

f. Prior work health and safety convictions

ProTen does not have prior convictions under work health and safety laws in NSW or in any other jurisdiction.

Section 3 – Enforcement Notices and Rectifications

a. The details of any enforcement notices issued that relate to the alleged contravention

Were enforcement notices received?

No

Yes

Date issued	Notice type	Notice number	Contravention	Action taken in response to notice
15/10/2020	Improvement	7-384233	Undertake a review of existing procedures surrounding/associated	ProTen Holdings Pty Ltd (ProTen) consulted with [REDACTED], [REDACTED] and the ProTen

			<p>with the activity that was being undertaken at the time of the incident, i.e. site traffic management plan to control the risks of powered mobile plant (clause 214 of the Regulation)</p>	<p>operations team at the Farm in relation to the specific activity that [REDACTED] was undertaking at the time of the Incident and conducted a full review of the process related to the activity. As a result of that review, ProTen:</p> <ul style="list-style-type: none"> a. requested that [REDACTED] amend their Safe Work Method Statement (SWMS) to ensure that physical and visible exclusion zone markings become mandatory on ProTen farms (and they remove the wording 'where required' from their SWMS). ProTen took steps to verify that exclusion zone markings were in place and being used by [REDACTED] on ProTen Farms; b. took immediate steps to update relevant workers (via toolbox talks) about the requirement for [REDACTED] to implement physical and visible exclusion zones related to the Straw Bedding Services and for ProTen workers to stay outside the physical exclusion zones; c. reinforced the existing requirements in relation to gaining permission to enter the exclusion zone (as outlined in the Employee Induction Handbook, that access is only permitted with the authorisation of the tele-handler driver (operator in charge of the exclusion zone) and all mobile plant must come to a complete stop before they enter and until they have left the zone; d. reinforced the existing requirement for all personnel at the Farm to
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				<p>wear Hi -visibility clothing, which must be worn on the outside of any clothing (to ensure it remains visible);</p> <p>e. developed a Contractor SHEQ Induction Handbook and provided letters to each contractor that performed work on ProTen farms to inform them of the new process;</p> <p>f. required that all [REDACTED] personnel performing Straw Bedding Services receive a site induction by way of the Contractor SHEQ Induction Handbook;</p> <p>g. developed an updated Traffic Management Plan and Procedure dated 1 December 2020 and trained workers in it; and</p> <p>h. discussed and agreed with [REDACTED] would ensure that [REDACTED], and all other [REDACTED]-engaged contractors, will have copies of their SWMS at all times while performing work on ProTen farms, and that these SWMS will be made available to ProTen Farm Management on request.</p>
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b. Any rectifications or changes made to work health and safety systems and/or practices as a result of the alleged contravention

In addition to the Actions taken in response to Improvement Notice 7-384233 detailed at section 3(a) above, ProTen undertook the following WHS initiatives demonstrating its commitment to continuous improvement:

Description	\$ Amount
To enhance contractor management, ProTen introduced an electronic induction system to capture pre-qualifications, competency-based inductions as well as QR coding for signing in and out of farms. In addition, ProTen will be trialling an enhancement of this system to include access control. If successful, it may be rolled out across all ProTen farms.	\$58,382
ProTen initiated and developed an Industry Safety Forum to improve workplace health and safety on broiler farms across the industry. Its project partners include the Australian Chicken Meat Federation, Department of Agriculture and Fisheries,	\$30,000

the Chicken Meat Industry and could potentially include duck meat and egg industry at a later stage. This initiative will improve workplace health and safety on meat chicken farms by utilising existing industry expertise and audit/regulatory requirements to develop a toolkit that supports the implementation of high quality WHS practices on farms.	
Purchase of witches hats and signs to be used at ProTen farms to mark-out exclusion zones.	\$70,338

TOTAL AMOUNT SPENT ON RECTIFICATIONS

\$158,720.00

Section 4 – Statements, commitments, and acknowledgements

a. A commitment that the behaviour that led to the alleged contravention has ceased and will not reoccur

ProTen commits that the behaviour that led to the alleged contravention has ceased and that it will take all reasonably practicable steps to prevent recurrence of this type of incident.

b. A statement of assurance about future work health and safety behaviour

ProTen is committed to complying with its obligations under the WHS Act and ensuring, so far as reasonably practicable the health and safety of workers and of others, who may be affected by the conduct of its business or undertaking.

c. A commitment to the ongoing effective management of work health and safety risks

ProTen commits that it will, so far as reasonably practicable, maintain ongoing effective management of work health and safety risks.

d. An acknowledgement that the enforceable undertaking will be published and publicised

ProTen acknowledges that the enforceable undertaking will be published and publicised by SafeWork NSW.

e. A statement of ability to comply with the terms of the enforceable undertaking

ProTen acknowledges that it has the financial ability to comply with the terms of this enforceable undertaking.

f. An acknowledgement consultation has occurred within the workplace regarding the proposal of an enforceable undertaking

ProTen acknowledges that it has consulted with its workers regarding the proposal of an enforceable undertaking by conducting toolbox talks at each of its farms and offering workers the opportunity to provide input and feedback. The input and feedback has been considered and taken into account in the proposed enforceable undertaking.

g. Intellectual property licence

ProTen grants SafeWork NSW a permanent, irrevocable, royalty-free, worldwide, non-exclusive license to use, reproduce, distribute, electronically transmit, electronically distribute, adapt, and modify any materials developed as a result of this enforceable undertaking.

h. A commitment to participate constructively in all compliance monitoring activities of the undertaking

ProTen acknowledges that the responsibility for demonstrating compliance with this undertaking rests with ProTen. Evidence of compliance with the terms of the enforceable undertaking will be provided to SafeWork NSW by the date identified for each Strategy item in Section 5.

ProTen acknowledges that SafeWork NSW may undertake other compliance monitoring activities to verify the evidence that is provided for each Strategy item identified in Section 5. The evidence provided to demonstrate compliance with the undertaking will be retained by ProTen until advised by SafeWork NSW that the undertaking has been completely discharged.

ProTen Holdings acknowledges that SafeWork NSW may initiate additional compliance monitoring activities, such as inspections, as considered necessary.

ProTen acknowledges that any delay in the delivery or compliance of the enforceable undertaking will be subject to mutual agreement (confirmed in writing) between ProTen and SafeWork NSW.

i. A commitment regarding linking the strategy and promotion of benefits to the enforceable undertaking

ProTen will ensure that any real or perceived promotion of benefits that may arise as a result of the implementation of the strategies of this enforceable undertaking will be linked to the enforceable undertaking and that it will acknowledge that the enforceable undertaking was entered into as a result of the alleged contravention identified in Section 2 above.

Where products or other deliverables are externally promoted or have a direct link to the enforceable undertaking ProTen will include the following statement:

This (insert product or service) has been (produced, held) pursuant to an enforceable undertaking between ProTen Holdings Pty Ltd, ACN: 437 402 706, and SafeWork NSW entered into on (insert DATE EU commenced).

ProTen acknowledges that any variation to the above statement requires prior written approval of SafeWork NSW.

j. A commitment to gain review and approval for industry and/or community safety information

ProTen commits that any strategies proposed by ProTen in compliance with this enforceable undertaking that involve safety information being provided to industry and/or community will be subject to the review and approval of SafeWork NSW prior to dissemination.

k. Inconsistent Statements

ProTen commits that it will not make any statement or otherwise imply anything that is inconsistent with the statements, commitments or acknowledgements contained in this undertaking and will take steps to ensure its representatives, workers and its officers do not make any such statements.

l. Reliance on Commitments

ProTen acknowledges that SafeWork NSW may rely upon the commitments and statements set out in Section 4 (a), (b) and (c) above when making decisions regarding enforcement action if ProTen fails to comply with its work health and safety obligations in the future, including but not limited to any failure to comply with its obligations under this undertaking.

m. Withdrawal or variation

ProTen may with the written approval of SafeWork NSW, withdraw or vary the undertaking in accordance with section 221 of the WHS Act.

n. Acknowledgement of Enforceable Undertakings Guidelines and Contravention of the Undertaking

ProTen has read and understood SafeWork NSW Enforceable Undertakings Guidelines.

ProTen acknowledges that if ProTen contravenes any of the terms of this enforceable undertaking, SafeWork NSW may apply to the District Court of New South Wales for an order under section 220 of the WHS Act.

Section 5 – Strategies

ProTen undertakes to deliver the following Strategies.

Each strategy in the enforceable undertaking aims to provide lasting work health and safety benefits to the workplace, the industry, and the community, or to a combination of same.

Strategies that relate to the dissemination of information in relation to the enforceable undertaking

Strategy 1 – Enforceable undertaking public notice

Summary:

ProTen will place a public notice advising of the enforceable undertaking with SafeWork NSW.

WHS outcome and beneficiaries:

The public notice will inform and educate the general public about the allegation and the measures implemented in the enforceable undertaking. The public notice will also provide a general deterrent to the industry.

Strategy delivery and verification:

The strategy will be delivered and verified by SafeWork NSW in accordance with the table below.

How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>ProTen will cause a public notice to be published in the Sydney Morning Herald (SMH) using the script provided in Annexure 1.</p> <p>The notice in the SMH will be 1/8 of a page in size.</p> <p>The script for the notice must be approved by SafeWork NSW prior to it being published. Failure to adhere to these conditions may result in SafeWork NSW requesting another public notice be published.</p>	<p>Within 30 days of the Commencement Date of the enforceable undertaking but not prior to SafeWork NSW publishing a copy of the enforceable undertaking on its website.</p>	<p>ProTen, CEO</p>	<p>Within 7 days of placing the published notice ProTen will provide SafeWork NSW with the following evidence of placement:</p> <p>A copy of the full page of the SMH showing the public notice and the name and date of the publication.</p>

Strategy 2 – Dissemination of information about the enforceable undertaking

Summary:

ProTen agrees to disseminate information about the enforceable undertaking within its workplace including to its workers, the members of any health and safety committee, health and safety representatives, all subcontractors working for ProTen and to any other relevant parties.

WHS outcome and beneficiaries:

The dissemination of information about the enforceable undertaking is an important step in maintaining effective dialogue with the workforce about the enforceable undertaking and safety more broadly.

Strategy delivery and verification:

The strategy will be delivered and verified by SafeWork NSW in accordance with the table below.

How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>A Microsoft teams meeting will be held with invitations issued to all ProTen employees across Australia (300+). The material presented will also be provided for toolbox meetings to be held across all farms in the following week. A notice will also appear in the next publication of the ProTen newsletter (issued every 2 months).</p>	<p>The Microsoft teams meeting will be held within 7 days of the Commencement Date of the enforceable undertaking.</p> <p>The notice in the ProTen newsletter will be published in the first newsletter following the Commencement Date of the enforceable undertaking.</p>	<p>CEO</p>	<p>A copy of material presented at the Microsoft teams meeting, together with a recording of the meeting will be provided to SafeWork NSW</p> <p>A copy of toolbox talks held including information about the timing and attendees of the toolbox talks will be provided to SafeWork NSW.</p> <p>A copy of the ProTen newsletter in which notice of the enforceable undertaking is published will be provided to SafeWork NSW.</p>
<p>Publish details of the enforceable undertaking in the first ProTen board report due after the date the undertaking is accepted.</p> <p>[note that as a non-listed company, ProTen does not produce annual reports]</p>	<p>The board report will be published within 2 months of the acceptance of the EU.</p>	<p>CFO</p>	<p>A copy of the relevant section of the board report will be provided to SafeWork NSW within 28 days of its publication.</p>

Strategies that will deliver benefits to the workplace, industry and the community

Strategy 3 – Technology initiative – mobile plant safety

Summary:

ProTen will identify, trial, and where appropriate, implement technological solutions to significantly mitigate risks and enhance safety protocols for the interaction of people and mobile plant specific to the broiler chicken farming industry. The purpose of this initiative is to create a safer work environment for ProTen workers, and to share that knowledge with the wider broiler chicken farming industry.

WHS outcome and beneficiaries:

The use of powered mobile plant in the workplace is a major cause of serious injuries and fatalities in NSW workplaces. There are a number of technologies currently available that purport to enhance worker safety in areas of the workplace where pedestrians and mobile plant may interact. ProTen will lead and fund a research project into these technologies to determine which ones, if any, are best suited to its operations (and to broader broiler chicken farm operations), and then implement the selected technologies on powered mobile plant owned and operated by ProTen at each of its farms (where applicable) (**Research Project**). ProTen also proposes to prepare a position paper to share its findings with the wider broiler chicken farming industry. The purpose of this is to set a safety precedent to demonstrate how technology can be leveraged to enhance worker safety, and to foster a collaborative approach to safety, contributing to an industry-wide uplift in safety standards and practices as they relate to worker and mobile plant interactions.

As a result of this strategy WHS benefits are expected in the:

- Workplace
- Industry
- Community

Strategy delivery and verification:

The strategy will be delivered and verified by SafeWork NSW in accordance with the below.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
ProTen will assign a dedicated project manager (internal) to oversee the Research Project from start to finish.	ProTen will develop a structured plan for the Research Project, covering the following stages: <ul style="list-style-type: none"> • Risk identification. • Data collection. 	Within 3 months of the Commencement Date of the enforceable undertaking.	ProTen SHEQ team, comprised of members of the Risk, HR, Executive and Operations teams.	ProTen will provide SafeWork NSW with a copy of the high-level plan for the Research Project.

<p>The project manager will be selected based on an assessment of the following criteria:</p> <ul style="list-style-type: none"> • Being a member of the ProTen Safety Leadership Team. • Having demonstrable WHS experience. • Having project management experience. • Having specific technical knowledge of the poultry industry. <p>ProTen will develop a high-level plan for the Research Project.</p>	<ul style="list-style-type: none"> • Technological solutions exploration. • Final recommendations for trials. 			
<p>ProTen will select a team to conduct research into the most suitable technology for the Research Project.</p> <p>The team will be comprised of the ProTen SHEQ team together with internal researchers. (Research Team). Third party researchers will be engaged to form part of the Research Team if it is determined that the internal researchers lack the necessary capability.</p>	<p><u>ProTen internal researchers</u> ProTen will evaluate and select its internal researchers based on the following criteria:</p> <ul style="list-style-type: none"> • Level of knowledge of broiler chicken farming operations and associated safety challenges, especially in regard to the interaction of pedestrians and mobile plant. • Proficiency in data analysis, risk assessment and project management. <p><u>Third party researchers</u></p>	<p>Within 3 months of the completion of the previous step.</p>	<p>ProTen SHEQ team.</p>	<p>ProTen will provide SafeWork NSW with a list of the Research Team members.</p> <p>ProTen will provide SafeWork NSW evidence of all third-party researchers that are evaluated, and information about those who are sent a Request for Proposal (if applicable).</p>

<p>ProTen has decided to leverage the expertise of internal researchers (and third-party researchers if necessary) so that the end product is fully aligned with the organisation's objectives and context (within the internal researchers' sphere of expertise) and utilises specialist knowledge and research expertise (from within the third party researchers' sphere of expertise, if required).</p>	<p>If ProTen identifies the need to engage third party researchers to include in the Research Team, it will issue a detailed Request for Proposal to each potential third party researcher (including the high-level plan for the Research Project).</p> <p>ProTen will evaluate and select its third-party researchers who provide proposals based on the following criteria:</p> <ul style="list-style-type: none"> • Expertise in agricultural technology. • Previous experience in safety initiatives. • Reputation. • Cost-effectiveness. <p>ProTen will allocate a budget to cover salaries or fees for any third-party researchers if engaged in the Research Project, as required.</p> <p>ProTen will allocate a budget to pay any additional compensation for internal researchers if they are required to dedicate extra time to the Research Project.</p>			
<p>ProTen will formally engage the external researchers.</p> <p>Note: this step is only required if it is determined</p>	<p>ProTen will enter into a contractual agreement with any third party researchers deemed necessary ensuring confidentiality, clear deliverables,</p>	<p>Within 1 month of the completion of the previous step.</p>	<p>The Research Team</p>	<p>A copy of the executed agreement between ProTen and the third party researchers will be</p>

that third party researchers are required for the Research Team.	and adherence to budget constraints and enforceable undertaking timelines.			provided to SafeWork NSW.
Risk identification.	The Research team will meet to identify potential hazards associated with interactions between pedestrians and mobile plant at ProTen farms.	Within 1 month of formation of the Research Team or engagement of third party researchers if deemed necessary.	The Research Team	A copy of the identified risks will be provided to SafeWork NSW.
Data collection.	<p>ProTen will provide access to the Research Team to its farms, historical safety data, incident reports, operational documentation and internal experts to collect data to support the risk assessment process.</p> <p>ProTen will pay costs associated with acquiring or renting any specific technology or equipment needed for the Research Project.</p> <p>ProTen will pay for any subscription or purchase costs for any software tools required for data collection, analysis or project management associated with the Research Project.</p>	Within 3 months of the formation of the Research Team or engagement of third party researchers if deemed necessary	The Research Team	A copy of the completed risk assessments will be provided to SafeWork NSW.
Literature review.	The Research Team will conduct a comprehensive review of existing literature, best practices and technological solutions implemented in similar industries to support the risk assessment process.	Within 3 months of the engagement of the formation of the Research Team or engagement of third-party researchers if deemed necessary	The Research Team	A copy of the completed risk assessments and a list of all literature reviewed will be provided to SafeWork NSW.
Expert consultations.	The Research Team will consult with technology experts, safety	Within 3 month of the formation of the	The Research Team	A copy of the completed risk assessments, including

	<p>professionals and agricultural specialists to gather insights and recommendations on potential technological options.</p> <p>The Research Team will also engage with manufacturers and vendors to understand the capabilities and limitations of their products.</p> <p>ProTen will pay for any site visits or meetings with technology vendors, experts or other stakeholders that are necessary for the Research Project, including travel, accommodation, and other related expenses.</p>	<p>Research Team or engagement of third-party researchers if deemed necessary.</p>		<p>a list of all experts, specialists, safety professionals, manufacturers and vendors consulted (together with their contact details) will be provided to SafeWork NSW.</p>
Technological solutions exploration.	<p>The Research Team will identify at least three different technological solutions that address the identified risks, evaluating their potential effectiveness, feasibility, and integration with current ProTen operations.</p> <p>The Research Team will conduct a comprehensive comparative analysis in order to understand the pros and cons of each identified option, their cost implications and potential impact on safety.</p>	<p>Within 1 month of the completion of the risk assessment.</p> <p>Within 1 month of the identification of the three technological solutions.</p>	The Research Team	<p>A copy of the final list of technological solutions will be provided to SafeWork NSW, together with a copy of the comparative analysis report.</p>
Stakeholder engagement.	<p>This will involve the Research Team engaging with key stakeholders including ProTen farm managers, workers and</p>	<p>Within 2 months of the completion of the previous step.</p>	The Research Team	<p>Feedback from meetings with stakeholders (including meeting minutes) will be provided to SafeWork NSW.</p>

	<p>safety officers, to ensure that all perspectives are considered.</p> <p>ProTen will pay for any site visits or meetings with technology vendors, experts or other stakeholders that are necessary for the Research Project, including travel, accommodation, and other related expenses.</p>			
Feasibility analysis.	The Research Team will conduct a detailed analysis to understand the feasibility of implementing each identified technological solution.	Within 2 months of completion of the previous step.	The Research Team	The feasibility analysis will be included in the below Research Report.
Final recommendations for trials.	<p>Based on its findings, the Research Team will formulate recommendations for technological options to be trialled and evaluated.</p> <p>The Research Team will produce a comprehensive research report, documenting the entire Research Project, including findings and recommendations for trials (Research Report).</p>	Within 2 months of completion of the previous step.	The Research Team	A copy of the Research Report will be provided to SafeWork NSW.
Implementation plan.	<p>The Research Team will develop a structured plan outlining how the recommended technological solutions can be trialled and evaluated (Implementation Plan).</p> <p>The Implementation Plan will be provided to the ProTen Board for review and approval.</p>	Within 1 month of completion of the previous step.	The Research Team	A copy of the Implementation Plan (as approved by the ProTen Board) will be provided to SafeWork NSW.

<p>Trial preparation.</p>	<p>The Research Team will identify specific locations within the ProTen broiler chicken farming operations where the trials will take place, ensuring a variety of settings to test the technology's adaptability and that the selected sites are representative of the typical working conditions and challenges faced in the industry.</p> <p>The Research Team will develop a detailed timeline for each trial, scheduling the trials in a way that minimises disruption to normal ProTen operations.</p> <p>The Research Team will assign dedicated personnel to manage and monitor each trial.</p> <p>ProTen will ensure that the necessary equipment, tools and resources for the successful conduct of the trials is provided.</p>	<p>Within 1 month of completion of the previous step.</p>	<p>The Research Team</p>	<p>A copy of the trial protocol will be provided to SafeWork NSW.</p>
<p>Trial execution.</p>	<p>The Research Team will undertake the trials, collecting data on key performance indicators and other relevant parameters to evaluate the technology's effectiveness and impact on safety.</p> <p>The Research Team will gather feedback from workers, supervisors and other stakeholders directly involved with or affected by the technology, as part of the trials.</p>	<p>Within 6 months of completion of the previous step.</p>	<p>The Research Team</p>	<p>SafeWork NSW will be notified of each trial period and invited to attend the relevant site(s) to view the trial.</p> <p>ProTen will provide SafeWork NSW with confirmation that the trials have been completed.</p>

<p>Trial evaluation.</p>	<p>The Research Team will compile all findings from the trials including data and stakeholder feedback into a detailed report (Trial Report).</p> <p>The Trial Report will provide recommendations on which technology or technologies are best suited for implementation at ProTen and the wider broiler chicken farming industry, using the following evaluation criteria:</p> <ul style="list-style-type: none"> • Risk mitigation. • User safety perception. • Ease of use. • Integration with existing systems. • Adaptability to different settings. • System stability. • Accuracy and effectiveness. • Cost-benefit analysis. • Maintenance and support costs. • User satisfaction. • Management and supervisor buy-in. <p>The Trial Report will identify any necessary modifications, optimisations or additional considerations that are required before successful deployment of the technology.</p>	<p>Within 1 month of completion of the previous step.</p>	<p>The Research Team</p>	<p>ProTen will provide SafeWork NSW with a copy of the Trial Report.</p> <p>If technology is to be implemented into ProTen's operations, ProTen will notify SafeWork NSW prior to its implementation.</p> <p>If applicable, evidence of implementation of the chosen technology will be provided to SafeWork NSW via a documented implementation plan with clear deliverables and responsibilities.</p>
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	<p>If the trial evaluation confirms that a technology should be introduced into ProTen farms, then the project will shift to implementation over a 12-month period with a spend of up to \$100k.</p> <p>If the Research Team finds that none of the trialled technologies can be implemented into ProTen's business to manage the risk of people interacting with mobile plant, ProTen commits to spending the allocated funding on other safety enhancements within its business as agreed with SafeWork NSW.</p>			
<p>Compiling a detailed report to share with industry.</p>	<p>The project manager and the Research Team (Communications Team) will compile a detailed report summarising the trials, evaluation process and key findings for industry stakeholders (Communications Report).</p> <p>The Communications Team will develop case studies showcasing real-world applications, challenges, and benefits observed during the trials, using a combination of visuals, data and narratives to make the case studies engaging and informative. These case studies will be included in the Communications Report.</p>	<p>Within 1 month of completion of the previous step.</p>	<p>ProTen SHEQ team.</p>	<p>ProTen will provide SafeWork NSW with a copy of the Communications Report. SafeWork NSW will be provided an opportunity to review the contents of the Communications Report prior to being shared with industry.</p>

<p>Sharing the Communications Report (and derivatives of it).</p>	<p>The Communications Team will create a dedicated section on ProTen's external website to share the Communications Report and the Trial Report.</p> <p>The Communications Team will use the Communications Report as the basis for developing:</p> <ul style="list-style-type: none"> • Industry papers, to be submitted to: <ul style="list-style-type: none"> ○ The Poultry Digest – estimated reach 1000. ○ The National Poultry Newspaper – estimated reach 1000. ○ Other similar industry publications will be explored and approached. • Presentations, to present at: <ul style="list-style-type: none"> ○ PIX (Poultry Industry Exchange) – estimated reach 500. ○ Webinars and online workshops, for those cannot attend events in-person. <p>Through these initiatives, ProTen estimates it can potentially reach</p>	<p>Within 1 month of completion of the previous step.</p>	<p>ProTen SHEQ team.</p>	<p>ProTen will provide SafeWork NSW with copies of the following items:</p> <ul style="list-style-type: none"> • Intranet (or internet) traffic report for the webpage showing three months' of data. • Copies of published papers. • Attendance sheets for presentations (in-person or online).
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	in excess of 2500 workers, stakeholders and the wider broiler chicken, agriculture and farming industries with the findings of the Communications Report.			
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Cost:

Description	\$ Amount
Cost of buying technologies to trial	
Research Project associated costs such as travel, accommodation, software, additional payments to internal researchers.	
Cost of hosting presentations @ \$X amount per presentation	
Total estimated costs (including implementation costs, if technology is deemed to be applicable (Excluding third party researchers	\$100,000

Strategy 4 – Chicken Farm App

Summary:

To identify and evaluate available systems and then customise and implement a comprehensive computerised safety system with mobile application that enhances safety and risk management practices on broiler chicken farms, specifically addressing risks related to traffic management, access management, and contractor management. This strategy aims to leverage mobile technology to enhance safety practices on broiler chicken farms, particularly focusing on traffic, access, and contractor management. By providing a tool that is accessible to a diverse workforce, (including non-English speakers) the app seeks to improve safety standards and practices in the broiler chicken farming sector.

It contains the following key components:

1. App Customisation and Research:

- Conduct research internally or through a third-party to identify and evaluate the currently available systems that can support the app.
- Choose the best system and provider and work to customise its system to achieve the project objectives.
- Focus on integrating features that directly relate to the risks arising from interactions between mobile plant and pedestrians.
- Ensure the app is user-friendly and accessible to non-English speaking workers.

2. Ownership and Maintenance:

- The system will be owned and maintained by the chosen provider.

- The customisation will be funded by ProTen.
- ProTen will ensure that the customisation charges are not passed onto users of the platform
- 3. **Inclusivity and Accessibility:**
 - Develop features to enhance safety information for non-English speaking workers.
 - Include multilingual support and visual aids to improve accessibility.
- 4. **Industry Collaboration and Promotion:**
 - Create a strategy to share the app with the wider industry.
 - Support smaller operators in adopting the technology.
- 5. **Evaluation and Success Measurement:**
 - Establish success criteria such as user engagement, knowledge retention, and reduction in safety incidents.
 - Implement feedback mechanisms and data collection strategies for continuous improvement.

WHS outcome and beneficiaries:

WHS Outcomes:

- **Improved Safety Management:** Enhanced ability to manage farm-specific risks like traffic, access, and contractor interactions through the app.
- **Increased Awareness and Training:** Better awareness and understanding of safety procedures among farm workers, facilitated by accessible and interactive app content.
- **Real-Time Risk Monitoring:** Ability to monitor and respond to safety risks in real-time, reducing the likelihood of accidents and injuries on the farm.

Beneficiaries:

- **Farm Workers:** Directly benefit from increased safety awareness and easier access to safety information, leading to a safer working environment.
- **Farm Managers and Owners:** Gain from streamlined safety management processes, and as a result fewer safety incidents and enhanced compliance with safety regulations.
- **Non-English Speaking Workers:** Specifically benefit from multilingual support and visual aids, making safety information more accessible and understandable.
- **Broader Agricultural Community:** Benefits from shared insights and best practices in farm safety management, potentially leading to industry-wide improvements in safety standards.
- **Safety Regulators:** Benefit from improved safety practices on farms, leading to better overall compliance with workplace health and safety standards.

As a result of this strategy WHS benefits are expected in the:

- Workplace
- Industry
- Community

Strategy delivery and verification:

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>Initial Conceptualisation: This will involve forming an App Development Team to brainstorm and conceptualise the app's design and functionality.</p>	<p>Collaborative sessions with technology experts and farm safety specialists.</p>	<p>Within 3 months of the Commencement Date of the enforceable undertaking.</p>	<p>App Development Team, including Project Manager, IT Specialist.</p>	<p>Copies of conceptualisation reports and meeting notes will be provided to SafeWork NSW.</p>
<p>Stakeholder Identification: This will involve Identifying key stakeholders for the app development.</p>	<p>Analysis of target user groups and stakeholders.</p>	<p>Within 3 months of the Commencement Date of the enforceable undertaking.</p>	<p>App Development Team, Communications Manager, User Experience Designer.</p>	<p>A copy of the Stakeholder analysis report will be provided to SafeWork NSW.</p>
<p>Funding and Resource Allocation: This will involve allocation of funding and resources to each stage of the project.</p>	<p>Budget planning and resource assignment.</p>	<p>Within 3 months of the Commencement Date of the enforceable undertaking.</p>	<p>Financial Controller and Project Manager.</p>	<p>A copy of the Budget plan, resource allocation document will be provided to SafeWork NSW.</p>
<p>Technology Vendor Selection:</p>	<p>Evaluating proposals and capabilities from technology vendors who have existing apps that can be customised to build the Chicken Farm App, and will be able to host the Chicken Farm App.</p> <p>ProTen commits to evaluating at least three technology vendors.</p>	<p>Within 2 months of completion of the previous steps.</p>	<p>App Development Team, Procurement Manager, IT Specialist.</p>	<p>A list of all vendors evaluated, and a copy of the contract with the chosen vendor, together with the vendor selection criteria will be provided to SafeWork NSW.</p>
<p>App Customisation and Research: This will involve customising an existing app to develop the Chicken Farm App, including:</p> <ul style="list-style-type: none"> • Feature specification 	<p>Collaborating with app developers, safety experts and the selected technology vendor. Integrating language options and designing for accessibility.</p>	<p>Within 4 months of completion of the previous step.</p>	<p>App Development Team, selected external technology vendor, IT Specialists, User Experience Team, Language Specialist, Accessibility Designer.</p>	<p>Copies of the App design documents, will be provided to SafeWork NSW together with updates on development milestones as they occur.</p>

<p>and design.</p> <ul style="list-style-type: none"> Language and accessibility features implementation. 				
<p>App testing and feedback collection: This will involve testing the app with a sample group of users across ProTen farms</p>	<p>Beta testing with the sample group of users in controlled environments.</p>	<p>Within 3 months of completion of the previous step.</p>	<p>App Development Team, Testing Team, Feedback Analysts.</p>	<p>Copies of testing protocols and feedback summaries will be provided to SafeWork NSW.</p>
<p>Further customisation and revision of the app depending on outcome of beta testing.</p>	<p>Collaborating with app developers, safety experts and the selected technology vendor. Integrating language options and designing for accessibility (as required). The language options will be provided by a NAATI certified service, but whether it will be a 'live' translation or a redirection to a pre-prepared translation of the wording will be subject to the design of the app that is selected.</p>	<p>Within 3 months of completion of the previous step.</p>	<p>App Development Team, IT Specialists, User Experience Team, Language Specialist, Accessibility Designer.</p>	<p>Updated copies of the app design documents will be provided to SafeWork NSW.</p>
<p>User Interface (UI) and User Experience (UX) Testing for the app.</p>	<p>User testing sessions for feedback on app interface and usability.</p>	<p>Within 2 months of completion of the previous step.</p>	<p>UX Researcher, Test Users.</p>	<p>Copies of UI/UX testing reports, feedback analysis will be provided to SafeWork NSW.</p>
<p>Finalisation of app and setting date for launch.</p>	<p>Making necessary adjustments and preparing for launch.</p>	<p>Within 2 months of completion of the previous step.</p>	<p>Project Management Team, Marketing Department.</p>	<p>SafeWork NSW will be provided with the final app version and launch event details.</p>
<p>Developing Marketing and Promotion Strategy.</p>	<p>Creating marketing materials and planning promotional activities.</p>	<p>Within 1 month of completion of the previous step.</p>	<p>Marketing Manager, Public Relations Team.</p>	<p>SafeWork NSW will be provided with Marketing plan, promotional materials.</p>

Training and Implementation of app.	Conducting training sessions and workshops for app users.	Within 2 months of completion of the previous step.	Training Coordinators, Field Representatives.	Copies of training schedules and participation records will be provided to SafeWork NSW.
Launch of app.	Launch of app: <u>Internally</u> : through regular nationwide meetings. <u>Externally</u> : depending on the release date, the app may be launched prior to PIX 2026 and will otherwise be publicised and marketed at PIX 2026.	Within 24 months of Commencement Date of Enforceable Undertaking.	App Development Team.	ProTen will provide written confirmation to SafeWork NSW that the app has launched, including copies of marketing and links to sites where it is available. ProTen will also supply copies of internal launch attendance registers. Noting the app will be owned by its developer, ProTen will provide data to SafeWork NSW to indicate how many ProTen users have installed the app.
User Feedback and Iterative Improvement. This will involve collecting ongoing user feedback from ProTen users and consulting with the developed to update the app as required.	Regular feedback collection and app updates.	Ongoing.	User Feedback Analyst, Development Team.	Copies of feedback reports and update logs obtained from ProTen users of the app will be provided to SafeWork NSW for the first 12 months post launch. Based on these reports and any reports shared by the app developer with ProTen, ProTen commits to working with the app developer for 12 months post launch to respond user feedback. ProTen will otherwise fund maintenance of the app up to the value of \$100,000.

Monitoring and Evaluation of the app's effectiveness.	Collecting and analysing data on app usage from ProTen users.	Ongoing.	Monitoring Team, Data Analysts.	Noting that the app will be owned by its developer, ProTen will provide copies of data usage reports from ProTen users of the app for the first 12 months post launch, and if reports of all users are provided to ProTen by the app owner, ProTen will, subject to agreement with the app owner, share these with SafeWork NSW for the first 12 months post release.
Compliance and Regulatory Review. This will be ongoing for the first 12 months post launch to ensure the app continues to comply with any relevant regulatory standards.	Review of compliance with regulations and laws.	Initially, prior to the launch of the app. Then quarterly (or earlier if an issue is identified).	Compliance Officer, Legal Advisor.	Copies of compliance reports and legal checks prior to the launch of the app will be provided to SafeWork NSW. Ongoing reports can be made available to SafeWork NSW for upon request, and as agreed by the app owner.
Partnership and Collaboration Enhancement.	This will involve strengthening partnerships with industry bodies and tech partners for app support and distribution.	Ongoing.	Partnership Manager, Business Development Team.	Copies of any partnership agreements and collaboration records held by ProTen will be provided to SafeWork NSW for the first 12 months post launch.
Data Security and Privacy Measures.	Implementing data security and privacy measures.	Prior to launch and ongoing.	Data Security Specialist, IT Team.	Copies of data protection implementation reports and privacy policy documents held by ProTen will be provided to SafeWork NSW prior to launch.

Long-Term Sustainability Planning.	Establishing a roadmap for future updates and funding.	Prior to launch and within three months of launch of app.	Strategic Planning Manager, Financial Analyst.	Copies of the sustainability plan and future roadmap for use of the app will be provided to SafeWork NSW prior to launch.
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Cost:

Description	\$ Amount
Engaging app development team to customise app.	
Subscription to app host and rollout across ProTen farms.	
Promotion of the App at PIX 2026 and offer of the customised version to all interested industry users at no charge (noting that ProTen cannot offer the providers subscription costs at no charge). ProTen will fund system upgrades as required until the allocated amount of \$100,000 has been exhausted.	
Total estimated costs	\$100,000

Strategy 5 – Safety Leadership

Summary:

The objective of this strategy is to cultivate a culture of safety leadership within the workplace, industry, and community, enhancing overall safety standards and awareness. This strategy aims to build safety leadership capabilities within the agricultural sector, promoting a proactive approach to safety management. By enhancing safety awareness and leadership skills, the initiative seeks to create a safer working environment and contribute to the overall improvement of industry safety standards.

The key components are:

1. Target Audience and Engagement:

- The ProTen safety leadership initiative will launch at the PIX conference in May 2024, which attracts a large number of attendees from the chicken meat, table egg, feed milling and pork industries.
- The training delivered at PIX 2024 will be shared and made available to members of the Australian Chicken Meat Federation.
- A similar program (depending on the RTO engaged to deliver same) will be delivered to ProTen farm and operations managers that don't attend the PIX conference.
- Safety will be promoted in the wider community through the sponsorship of a safety prize to recognise safety initiatives at a broad agricultural farm level over a 3-year period.

2. **Program Structure:**

- The Safety Leadership Initiative launching at PIX 2024 is aligned to the nationally recognised unit of competency AHCWHS302, from the Agriculture, Horticulture and Conservation and Land Management Training Package offered by the [REDACTED] that has experience delivering training within the Agriculture, Poultry and Pork Industry.
- It is anticipated that similar content will form the base of additional internal and external training, which will focus on safety regulatory obligations and leadership skills.

3. **Content and Accessibility:**

- The training content will be relevant, practical, and engaging, with a focus on real-life applications and case studies.
- The training will be inclusive and accessible, catering to a diverse audience with different learning styles and needs.

4. **Training Delivery:**

- The Safety Leadership Initiative will initially be delivered by the registered training provider [REDACTED] at PIX 2024.
- Subsequently, qualified trainers and facilitators with expertise in safety leadership within the agricultural sector will be engaged to conduct additional training.
- ProTen will work with its trainers to develop comprehensive, consistent and high-quality training materials.

5. **Evaluation and Success Measurement:**

- Following from PIX 2024, ProTen will arrange a feedback survey to be distributed to attendees to identify participant attendance, diversity of participation, engagement levels, and practical application of learned skills.

The data will be used to inform any changes; updates or the like in training materials so that the program is meeting and continues to meet the objectives of this strategy.

WHS outcome and beneficiaries:

WHS Outcomes:

- **Enhanced Safety Culture:** Establishing a culture where safety leadership is a core value, leading to more proactive safety practices and reduced workplace incidents.
- **Improved Risk Management:** Empowering individuals who have a role in leading a work team, including senior and experienced farm hands, with skills and knowledge to identify and manage safety risks more effectively and efficiently.
- **Increased Engagement in Safety Practices:** Fostering a positive work environment in which leaders learn and develop skills to promote and encourage active worker participation in safety dialogue and in the development and implementation of safe systems at work.

Beneficiaries:

- **Farm Workers:** Benefit from leaders who are equipped to foster a positive safety culture and promote a safer working environment.
- **Farm Managers and Owners:** Benefit from a workforce equipped with better safety leadership skills, potentially resulting in fewer accidents and a more positive safety culture.
- **Safety Officers and Professionals:** Benefit from having a more engaged workforce and leadership support in implementing safety practices and initiatives.
- **Agricultural Industry:** Benefit from increased safety standards and deployment of best safety practices, which that can be shared and adopted across the industry.
- **Community and Public Health:** Indirectly benefits from improved safety in the agricultural sector, leading to fewer injuries and a healthier workforce.


As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- ✓ Community

Strategy delivery and verification:

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>Setting up a Safety Leadership Initiative Project Team to develop and manage the roll-out of safety leadership sessions.</p> <p>A safety initiative program will be developed with the Australian Chicken Meat Federation to promote improvements in safety on broiler farms. ProTen will sponsor an annual \$5000 safety prize for a minimum of 3 years.</p>	<p>Selecting team members based on their expertise.</p>	<p>Within 1 month of the Commencement Date of the EU.</p>	<p>HR Manager, Project Manager.</p>	<p>SafeWork NSW will be provided with copies of the Project Team roster, role descriptions and the selected organisation to offer and administer the safety prize.</p> <p>A copy of the terms of reference for the safety prize, including selection criteria, prize specifics, and logistics of how each presentation will occur will be provided to SafeWork NSW.</p>
<p>Development of training content. This will involve:</p> <ul style="list-style-type: none"> • Identification and engagement of target audience. • Creation of training material (including reference to the fact it is being produced as 	<ul style="list-style-type: none"> • Collaborating with safety and industry experts to develop content. • Using existing networks and marketing strategies. • Identifying external presenters to provide training. • Creating content including presentations and 	<p>Within 3 months of completion of the prior step.</p>	<p>Project Team, Marketing Team, Training Facilitators and Site Coordinators.</p>	<p>SafeWork NSW will be provided with copies of:</p> <ul style="list-style-type: none"> • The training curriculum, materials and content outlines. • Engagement reports and participant lists. • Training facilitator contracts.

<p>part of the EU).</p> <ul style="list-style-type: none"> • Venue selection and logistics planning. • Development of participant certification and recognition program. 	<p>handouts.</p> <ul style="list-style-type: none"> • Booking venues and arranging equipment. • Creating participant certification and recognition program, exploring formal accreditation opportunities with industries. 			<ul style="list-style-type: none"> • Venue contracts and logistics plans. • The certification (and accreditation where possible) program.
<p>Conducting training sessions.</p>	<p>Delivering safety leadership training sessions:</p> <p>This will include delivering a presentation at the PIX forum in May 2024.</p> <p>This will also include a roll-out of training sessions to internal leaders at ProTen.</p> <p>ProTen will offer to provide a follow-up session at the next PIX conference in 2026.</p>	<p>Initially, the PIX session will occur May 2024.</p> <p>ProTen is committed to rolling out up to 10 additional sessions to its internal leaders within 12 months of the Commencement Date of the EU.</p>	<p>Project Team, Training Facilitators, Site Coordinators.</p>	<p>ProTen will provide SafeWork NSW with copies of training schedules and attendance records held by ProTen for these sessions.</p> <p></p> <p>SafeWork NSW will be provided with a copy of a letter from PIX to confirm delivery of presentation at the 2024 conference.</p>
<p>Monitoring and feedback collection.</p>	<p>Using surveys and observation during sessions</p>	<p>Feedback will be collated and analysed within 1 month of delivery of each training session.</p>	<p>Project Team, feedback analysts.</p>	<p>SafeWork NSW will be provided with a copy of feedback analysis report.</p>
<p>Mid-initiative review and adjustment, to review progress and make adjustments to delivery of training as required.</p>	<p>Using the feedback analysis report to make any adjustments to the training materials, target audience as required.</p>	<p>Within 6 months of the Commencement Date of the EU.</p>	<p>Project Team.</p>	<p>SafeWork NSW will be provided with a copy of the mid-initiative review report.</p>

Communication and dissemination of materials.	Distributing training materials through PIX and other industry organisations.	At the completion of training sessions (i.e. within 12 months of the Commencement Date of the EU).	Project Team, Communications manager.	SafeWork NSW will be provided with copies of materials disseminated, and links to where material is made publicly available.
Safety prize presentations	The prize of \$5000 will be awarded to the best initiative by a panel including WHS representatives from the industry. The program will include details of the fact that the prize is part of the EU.	Annually for a period of 3 years beginning in 2024.	Risk manager	SafeWork NSW will be provided with a copy of a paid invoice relating to each presentation and a photograph with the recipient receiving the award. The SafeWork NSW verifying inspector will be invited to attend each presentation.

Cost:

Description	\$ Amount
Engagement of external trainers (per session)	
Development and production of training materials.	
Venue hire (per location).	
Associated training costs (e.g. travel, accommodation etc.)	
Safety prize sponsorship \$5000 annually for 3 years	\$15,000
Total estimated costs	\$50,000

TOTAL ESTIMATED VALUE OF THE UNDERTAKING

\$250,000.00

Section 6 – Execution of Undertaking

Signed:



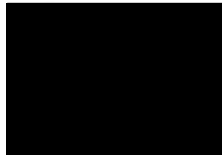
Executed on behalf of ProTen Holdings Pty Ltd in accordance with section 127(1) of the Corporations Act 2001

Name: James Wentworth

Position: CEO

Dated at North Sydney 17th day of April, 2024

Signed:



[Executed on behalf of ProTen Holdings Pty Ltd in accordance with section 127(1) of the Corporations Act 2001]

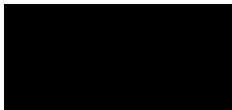
Name: Henryk Dekkers

Position: CFO

Dated at North Sydney 17th day of April, 2024

Witnessed in the presence of:

Signed:



Name: Ashley Etherington

Dated at North Sydney 17th day of April, 2024

Section 7 – SafeWork NSW’s acceptance of undertaking

I accept this undertaking as an enforceable undertaking under section 216 of the WHS Act.

Signed:



Name: Andrew Gavrielatos

Position: Executive Director, Strategy and Programs

Authorised delegate for SafeWork NSW, an agency within the Department of Customer Service.

Dated at Parramatta this 30th day of April, 2024

Annexure 1 – Public Notice of SafeWork NSW’s acceptance of undertaking

Notice of Acceptance of an Enforceable Undertaking under Part 11 of the Work Health and Safety Act 2011.

On 13 October 2020, at a farm owned by ProTen Holdings Pty Ltd in Griffith NSW, a worker employed by a third party contractor to undertake straw bedding services at the farm, was fatally injured when he was struck and run over by a reversing telehandler which was operated by another contractor employee.

SafeWork NSW investigated the incident and subsequently alleged that ProTen Holdings Pty Ltd contravened section 20(2) and 32 (or in the alternative, 20(2)/33) of the Work Health and Safety Act 2011.

SafeWork NSW has accepted an enforceable undertaking from ProTen Holdings Pty Ltd, ACN 100 327 357, in accordance with Part 11 of the Work Health and Safety Act 2011 in relation to the abovementioned alleged contravention. This notice has been placed under the terms of the Enforceable Undertaking and acknowledges acceptance of the Enforceable Undertaking by ProTen Holdings Pty Ltd.

The undertaking requires the following actions:

- Undertaking a research project involving the identification, trial, and where appropriate, implementation of technological solutions to significantly mitigate risks and enhance safety protocols around the interactions between people and mobile plant equipment in the workplace, within the wider broiler chicken farming industry.
- Customisation and implementation of a comprehensive mobile chicken farm app to enhance safety and risk management on chicken farms.
- Delivering a series of safety leadership programs to build capabilities at various levels within the agricultural sector.
- Sponsoring an annual \$5000 safety prize for three years to promote safety improvements on chicken broiler farms.

The full undertaking and general information about enforceable undertakings is available at safework.nsw.gov.au.

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