





A Message From Our MD

As promised in our First Edition Industry Newsletter we have continued to partner with our customers throughout the second quarter of 2022.

Over the last three months we have been busy engaging with our customers on key industry matters, our key focus has been and will continue to be those related to health, safety, and regulatory compliance.

In the coming months we will start to see some significant shifts in regulations for the engineered stone benchtop industry with the release of new Codes of Practice for Victoria and NSW and the ongoing licensing requirements also for Victoria.

Some of the key changes will relate to air monitoring, health surveillance of workers and the operation and supply to unlicensed fabricators.

Our team of safety professionals will continue to provide support by way of information workshops, and we will continue to work closely with our local and international counterparts to ensure our fabrication guidelines, education and safety information remains up to date with relevant changes.

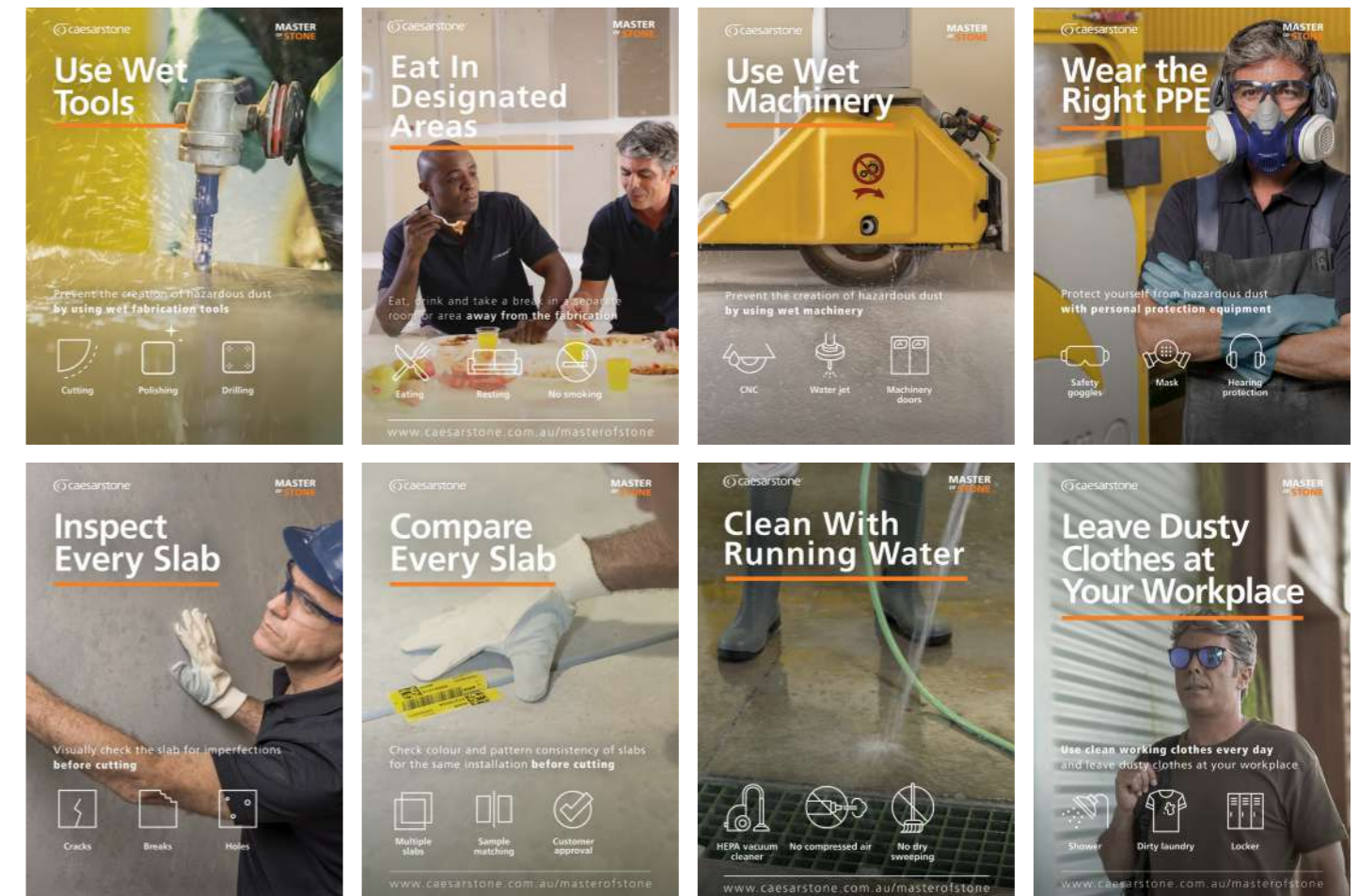
As we all continue to navigate through the many changes in our industry our team will continue to provide industry updates and information related to key industry changes.

It is important that we remind ourselves that a safer industry is the responsibility of each and every one of us who work in this industry. So, please take a moment to review and continuously improve on your current health and safety programs and system as a way of ensuring the environment in which our colleagues work is of Best Practice standard. Each and every one of you who come to work deserve to return home safely each and every day.

David Cullen
Managing Director
Caesarstone Australasia

MASTER OF STONE

Since our last edition, there has been an enormous uptake of participants in our MASTER OF STONE® online training centre. As most of you are aware the purpose of the training centre was to provide health and safety information to all industry stakeholders. Caesarstone customers have completely embraced the benefits of introducing the MASTER OF STONE® program to their workers.



MASTER OF STONE® Success Story

The Master of Stone Online Training Centre was developed with the intention of providing fabricators of engineered stone a platform to seek relevant health and safety information. The successful launch of Master of Stone® provided Caesarstone an opportunity to share an industry pioneering concept of communication and training to support our fabricators. Since the launch of the program each state continues to actively participate in the training centre.

What's Next for MOS

The Master of Stone training centre is constantly being expanded to include additional languages and updated information. Throughout the remainder of 2022 we will be reviewing opportunities to further tailor the training to each state, So please watch this space!

In Q3 we will launch two new language releases Vietnamese and Portuguese.

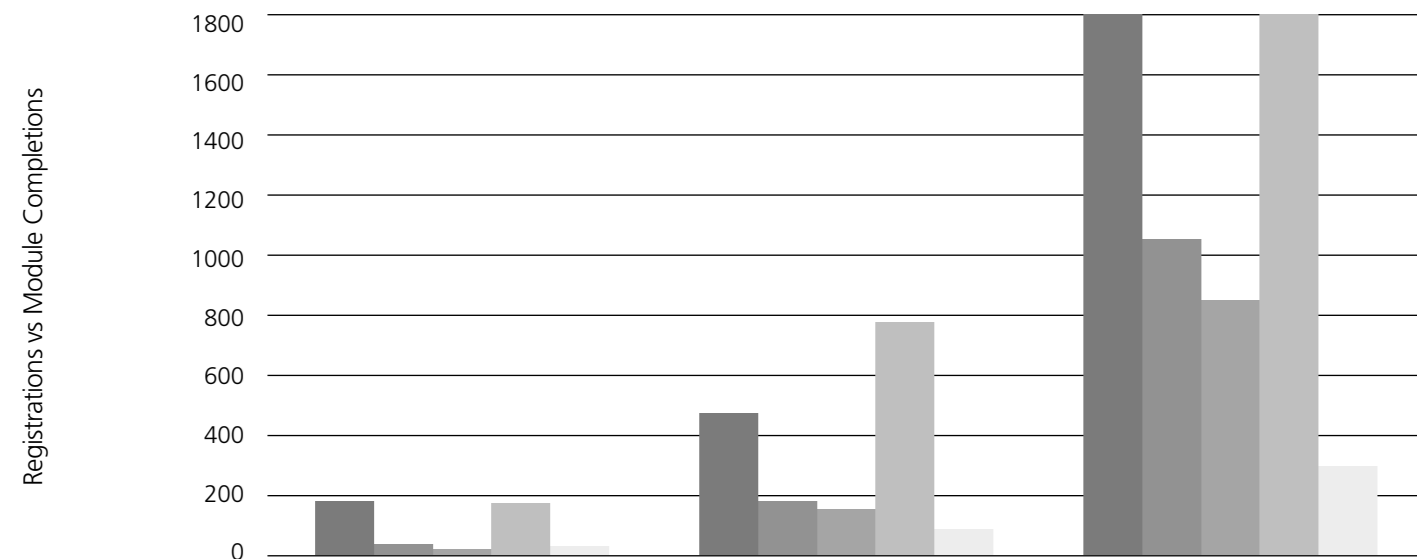
Since our last edition newsletter launched in February 2022, the number of fabricators who have participated in the online training continues to increase daily.

National participation rates for the MASTER OF STONE® program currently stands at

- **Fabricator businesses** registered to complete Master of Stone = **468**
- **Individual industry workers registered** with the program = **1698**
- **Individual industry workers** who have **completed all 9 modules** = **893**

8,329
Modules completed
nationally

Individual Registrations & Completion Rates by State



	Fabricator Shop Registrations	Individual Registrations	Actual Modules Completed
■ NSW & ACT	176	460	1942
■ Queensland	57	190	1049
■ South Australia	27	170	868
■ Victoria	166	767	3833
■ Western Australia	42	111	637

Other Caesarstone Health and Safety Initiatives

In August 2021, Caesarstone launched their new Health & Safety Compliance program. An email was sent to all Caesarstone customers outlining the new customer account information required to ensure we meet our regulatory Health and Safety obligations as a supplier.

Thank you to those customers who promptly replied by sending through your documentation

For those existing Caesarstone Account holders please ensure that you return the documents circled in red in the below screen shot. If for any reason you are unable to return the paperwork, please contact Josephine Santos at Josephine.santos@caesarstone.com.au and she will be happy to assist.

Please note that for **Victorian Fabricators** you are required to provide a copy of your Engineered Stone License as its obtained.



Date: July 2021

Dear Valued Customer,

As you may know, according to the national OHS legislation from 2012 called "Model Workplace Health and Safety Act", both the owner/manager of the workplace and the supplier of the plant substance are obliged to meet different requirements to ensure the health and safety of any person in the workplace (Section 20(2) and 25(2)(b) of the said Act).

In July 2019 the Australian Government established the National Dust Disease Taskforce to develop a nationally consistent approach to prevention, early identification, controls, and management, of occupational disease related to respirable crystalline silica (RCS) dust within Australia. As a result, much research and consultation has been completed to identify solutions in addition to what is currently outlined in existing regulations.

In addition to the enhanced efforts by industry and government bodies, Caesarstone, as an industry leader worldwide, is continuously working towards achieving 'World Class' safety standards for our industry with the goal of making it a safe and healthy industry. As such, we are working to provide our customers with up-to-date comprehensive OHS informative materials and warnings regarding working in an RCS dust environment.

As part of our journey towards an industry united in preventing illness from hazardous RCS dust, we have been undergoing a comprehensive review of our EHS systems which led us to implement a 'Best Practice' approach to the supplier Duty of Care obligations.

This effectively means **for you**, as a Caesarstone's customer, that we require you to verify and provide to us certain information of your safe systems of work.

So, what do we require?

1. Evidence of Personal Injury Insurance (if Sole Trader) or Workers' Compensation Insurance (Certificate of Currency)
2. Signed receipt and acknowledgement form regarding information provided in the Good Practice Guide (Edition 3.1), Caesarstone's SDS and in the Fabrication & Installation Guide (Edition 6)
3. Company Registration (ABN and/or ACN) number
4. Registering with Caesarstone's Master of Stone online Knowledge Centre by contacting your Sales Representative.
5. Signed & Dated Customer EHS Compliance Agreement Form (CSA-EHS-031d).

All information provided will be held in confidence subject to each state and territory's privacy laws.

To assist in making this process as easy and streamlined as possible, your state manager will be available to answer any of your questions. Alternatively, our National EHS Manager, Kim Smith, can be reached on mobile number 0427 159 126 to address any of your questions, queries, or concerns.

With kind regards,

Kim Smith

National EHS Manager
Caesarstone Australia Pty Ltd

Please email all relevant documentation requested above to the EHS Team, josephine.santos@caesarstone.com.au

With the recent increase of regulator activity in Queensland we are reminded of the reason why our industry has undergone significant regulatory governance over the last three years.

With more and more case studies being published around the increase of silicosis related claims in Queensland, more specifically the 59 claims lodged in 2021. Information related to enforceable standards or breaches by Duty Holder's for events related to noncompliance with [Managing respirable crystalline silica dust exposure in the stone-benchtap industry code of practice 2019](#).

Some key learnings from the recent activity around enforceable standards are:

- Each state has its own legislative requirements towards the obligations of business owners to manage risk on its site. This includes the identification of risks, the analysis of risks, and the control of those risks, so far as reasonably practicable. Claiming 'I was not aware' is no longer an excuse.
- Ignoring not only an improvement notice but a court date will only exacerbate your situation.
- Never ignore a notice. If you need help or you don't know what to do, there are subject matter experts (SME) out there who can help.
- While using PPE (personal protective equipment) is the last line of defence towards managing a risk, if you do use it, you want to ensure you are using the right PPE. And if you are using PPE, business owners have an obligation to ensure their workers know how to properly use, fit, clean, maintain, and store that PPE.
- Knowing there is a risk at your worksite and doing nothing about it is deemed 'Reckless'. Being reckless is also termed negligent. In QLD's WHS Act 2011, section 31 in regards to reckless conduct; it is deemed a category 1 offence, a criminal offense. As such an owner of a business can be not only fined 3000 penalty units but also be exposed to 5 years in jail. The business can be fined up to 30,000 penalty units.

In QLD, one penalty unit is worth \$137.85.

Immediate action required to prevent exposure to silica for engineered stone benchtop workers

Work Safe Queensland in 2018 issued a safety alert to highlight the significant health risks caused by exposure to respirable crystalline silica (RCS) for workers in the engineered stone benchtop manufacturing, finishing and installation industries. This alert remains relevant to the way workers may be exposed to crystalline silica while cutting, grinding, sanding and polishing stone bench tops and during the installation process. See link [Here](#)

Appropriate Controls **MUST** be Implemented and regularly reviewed for their effectiveness.



Licence scheme to protect engineered stone workers

This heading has been the topic of conversation across Victoria since November 2021. For those fabricators that have not started the process for applying for your Engineered Stone license please take immediate steps to do so as the **regulatory estimates approximately 60 days to process applications**.

Businesses working with engineered stone will require a licence by **15 November 2022** under new regulations to help protect workers from exposure to deadly silica dust.

Have you complied yet with the requirements to get your license? See [HERE](#) if you comply.

No License by November 15th 2022 means you will not be able to work with engineered stone!

To apply you go online [HERE](#). But before you apply ensure you have the following:

- 1. An Engineered Stone Control Plan (ESCP).**
If you don't have one or are having trouble developing one, you can ask a subject matter expert (SME) for assistance or if you have 60 employees or less you can register with the WorkSafe OHS Essentials Program and they will provide a consultant free of charge to assist with the licensing process.
- 2. The number of employees who might be exposed to silica dust**
This includes your factory/shop workers as well as your office workers, delivery teams, install teams, Measure & quote teams, etc.
- 3. Details on the types of information, instruction, training, you are providing to your employees**
Completion of the Master of Stone course is a great place to start showing your due diligence.
- 4. Details on the types of information you provide to your job applicants**
This includes your induction processes, training, and direct supervision
- 5. The types of respiratory protective equipment you provide employees**
For guidance on using the correct respiratory PPE refer to the [VIC Compliance Code: Managing Exposure to Crystalline Silica – Engineered Stone](#).
- 6. Be able to document your controls,**
For example Air monitoring, RPE fit testing, Health monitoring of workers, documented procedures, etc.

There is also a [CODE SUMMARY for the management of exposure to crystalline silica – engineered stone](#), in PDF format to download free for your convenience.

Caesarstone Licensing Information Sessions

From May 2nd to 6th, our health and safety team ran a series of 9 information sessions for fabricators in Melbourne. The 4 hour sessions proved to be a huge success with 82 fabricators attending the session.

Caesarstone will be running additional sessions in June and your sales rep will be in contact with the dates and venue information.

Vic Information Session Testimonials

"Thanks for reaching out & I'm so glad I made the information session yesterday & thought Kim did a wonderful job presenting it."

Felt Kim's energy & personality that shone through during the delivery of the information was brilliant & in fact empowering."

Elie Fakhri
Cutting Edge Stone Pty Ltd

"Hi, Kim.
Thanks a lot for all the support from you guys.
Without your support it would have been really hard to get through this. This is a huge help to the whole industry."

Meisam Esmailikia
NEXUS Stone

"The training was fantastic!"

Frances Saracino
GV Stoneworks

"Hello, Kim.
Thank you for putting together the information session. It goes a long way to help us understand the steps required to get our license."

Gary Lau
Ascend Stone Pty Ltd

CONGRATULATIONS

to our first four customers to obtain their engineered stone license

TRU Stone **RED Marble** **TTN Stoneworks** **Dimensions Stone**

Prohibition notice changes - Workplace Safety Legislation and Other Matters Amendment Act 2022

As of March 16, 2022, changes to notices issued by inspectors. The amendments allow WorkSafe inspectors to issue a prohibition notice if they reasonably believe that an activity involves or will involve a serious risk to the health and safety of a person from an immediate or imminent exposure to a hazard.

WorkSafe inspectors will also be allowed to give directions, either verbal or written, under the same threshold of serious risk to the health and safety of a person from an immediate or imminent exposure to a hazard. The directions have an instantaneous effect and are often used to immediately cease dangerous activity pending processing of a prohibition notice. For more information on changes to Victorian WorkSafe legislation refer to link [HERE](#)

New South Wales

By now every fabricator in NSW should be aware that there is a new Code of Practice for the Management of Risks associated with Respirable Crystalline Silica from Engineered Stone in the Workplace. If not, please see the link [HERE](#).

Over the next few newsletters, we will be reviewing each section of the code of practice and discussing the topics in detail.

WHAT IS RESPIRABLE CRYSTALLINE SILICA?

Crystalline silica is the crystalline form of silicon dioxide, a naturally occurring mineral that forms a major component of most rocks. It is found in natural stones like granite and sandstone and is used to create artificial products like engineered stone and tiles.

When dust is created through natural or artificial means it comes in a range of sizes, from very small (less than 10 micrometres [μm] in diameter) to larger particles that can be seen with the naked eye.

Dust that is less than 10 μm in diameter (Figure 1) is known as respirable dust as, when inhaled, it travels deep into the lungs.

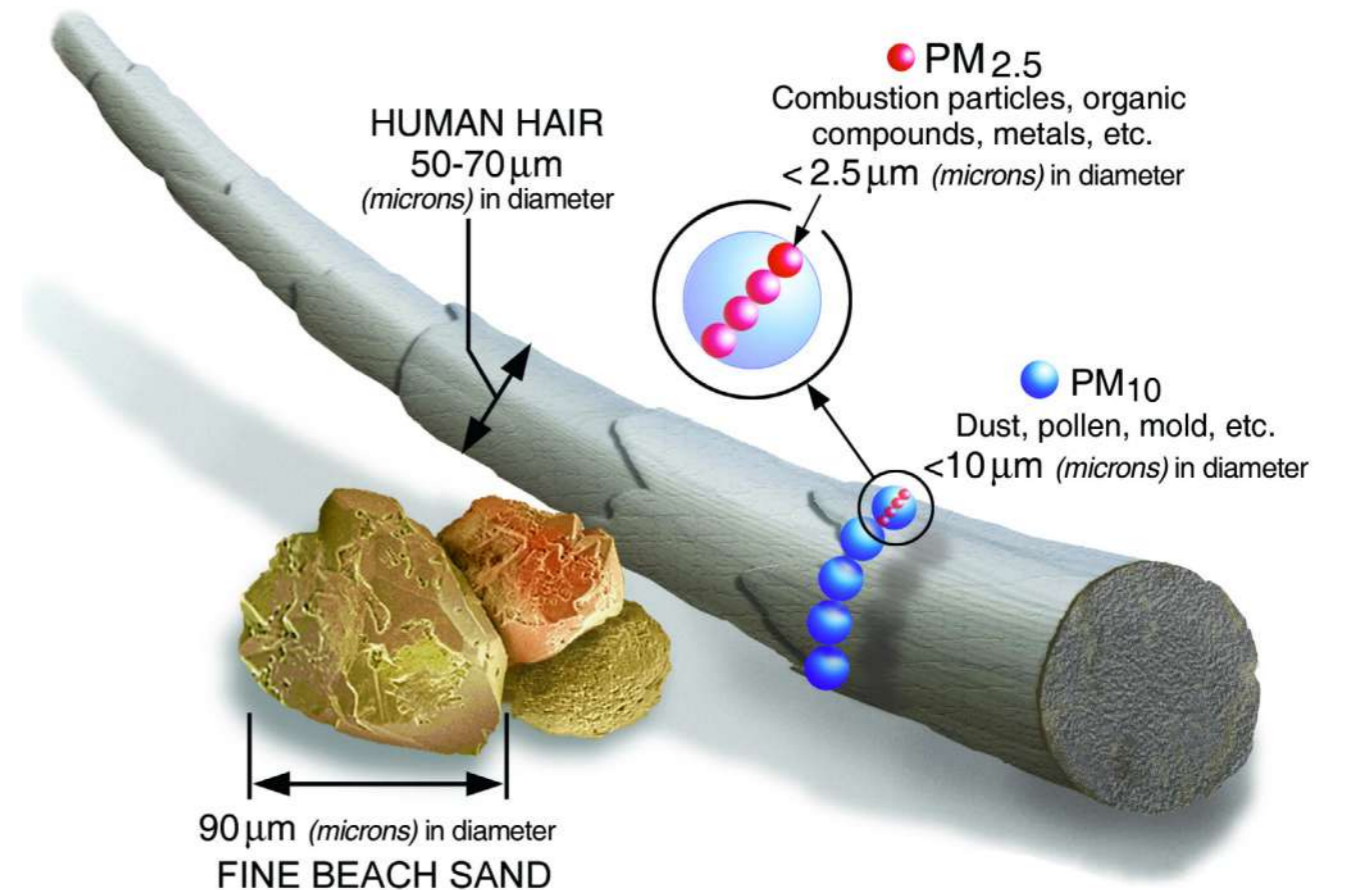


Figure 1: Dust particle sizes (original image from Mining and Quarrying Occupational Health and Safety Committee).

In its solid form, such as the slab supplied to a workplace for fabrication, engineered stone does not have hazardous properties; it is the dust that is generated from engineered stone that has the potential to cause harm when it is breathed in.

The fabrication stage involves using mechanical processes such as cutting, grinding, trimming, drilling, sanding, and polishing of the engineered stone to create a specific product ready to be supplied for installation. For example, creating a kitchen benchtop to size and cutting holes for positioning a sink and tap.

Once the fabricated engineered stone product is installed, further mechanical processes may be required, for example, minor cutting to enable a custom fit, or for maintenance purposes. Cutting, grinding, trimming, drilling, sanding, and polishing engineered stone

products generates respirable dust containing crystalline silica (silica dust). When breathed in over time, silica dust can cause fatal lung disease.

Worker's fabricating, processing, installing, maintaining, or removing engineered stone products without appropriate control measures in place may be exposed to high levels of silica dust (for example through dust or mist clouds). Workers can also be exposed to silica dust from poor housekeeping methods that disturb accumulated dust, including dry sweeping, using compressed air or high-pressure water cleaners and general-purpose vacuum cleaners not designed for use with hazardous dusts.

NSW HEALTH MONITORING

PCBU's are required to provide health monitoring to workers if there is [a significant risk to the worker's health because of exposure to crystalline silica](#). (cl 368)

Crystalline silica is listed in [Schedule 14 of the WHS Regulation 2017](#) which outlines the health monitoring requirements.

In relation to health monitoring, [PCBU \(clauses 369 to 378\) duties include:](#)

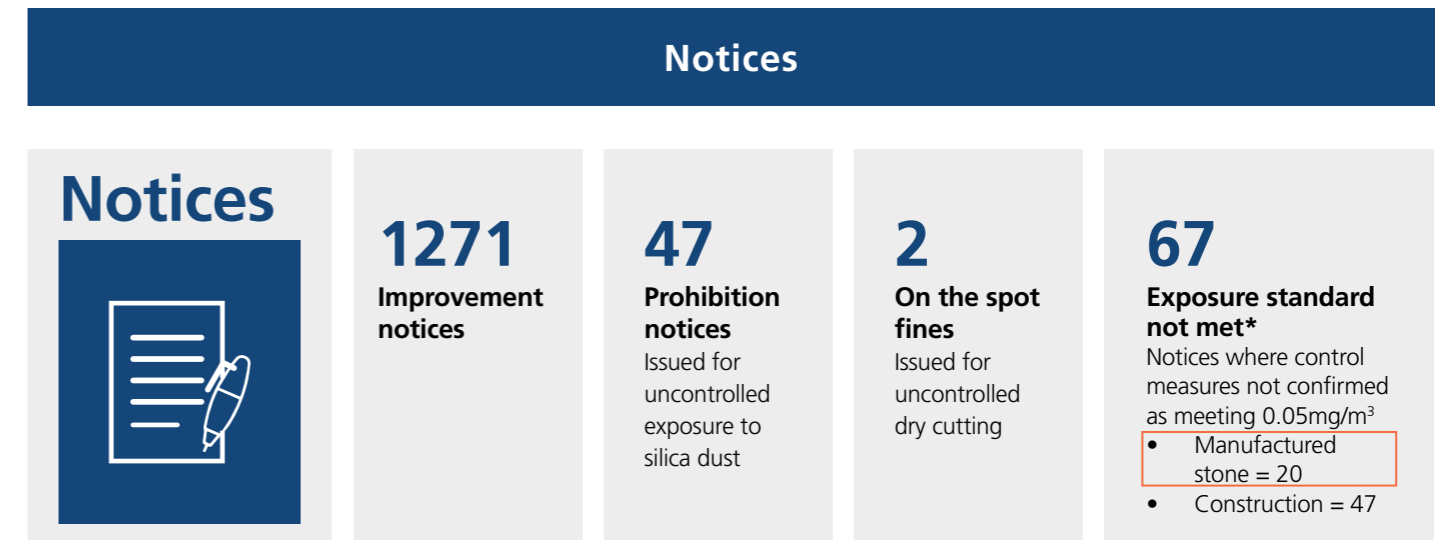
- informing workers of the requirements for health monitoring
- using a registered medical practitioner with experience in health monitoring
- providing details to the medical practitioner
- obtaining a copy of the health monitoring report
- providing a copy of the health monitoring report to SafeWork NSW if the worker has developed a disease or injury and/or the report contains any recommendations on remedial measures at the workplace
- keeping records of health monitoring for 30 years.

Workers exposed to respirable crystalline silica at levels or a frequency not resulting in a significant risk to health, are not required to undergo health monitoring. Workers relying on [personal protective equipment](#) (PPE) such as respirators for controlling their exposures below the exposure standard must be included in health monitoring.

Are you performing your health monitoring duties? Do you have physical documented evidence?

Regulator Activity

Since our last newsletter Safework NSW has been proactively monitoring safe work practices within the engineered stone industry by visiting another **92** manufactured stone businesses to date the outcome of those visits since July 2020 have resulted in



WHAT'S NEW

Research and successful testing of a [Real-time silica dust detection device launch](#) has been completed with a commercial product becoming available end of May 2022.

For more information on the research, product, and available grants you can access link [HERE](#)

*Note that the real time silica detectors are to be used in addition to current air monitoring requirements set out in Work Health & Safety Regulations 2017. [HERE](#)




NSW HEALTH MONITORING


In April 2022 Caesarstone ran the first engineered stone fabricator health surveillance program. Over the four days the lung bus was at our Moorebank site

- 103 Fabricators registered to participate in the lung screening program
- 89 Fabricators attended and were screened
- Fifty percent of those who attended received a referral for further testing

It was a hugely successful program with many fabricators participating in their first health assessment



- April 11-14 a pilot program commenced
- 103 Fabricators registered to participate in the lung screening program
- 89 Fabricators attended
- 50% of those who attended received a referral for further testing



MASTER OF STONE
Lung Bus Initiative Overview

We will be running our second Health Surveillance program in partnership with iCare in August.

From **August 1-5** and then **8-12** the lung bus will be located at our Moorebank location. We currently have limited spaces available, at this stage we can accommodate approximately 25 participants per day.

Appointment times start from Screening starts at 7am with the last appointment time being 4pm. Each scan will take approximately 30 minutes. Please allow additional time for HRCT referrals that can also be done on the day. All test results will be confidential, and results will be sent to the patient via iCare.

If you would like to participate or nominate your workers (even if they have been previously tested) please contact Josephine Santos at Josephine.santos@caesarstone.com.au to book your appointment and submit the necessary paperwork.

The earlier you return your paperwork to Josephine the better chance of securing the preferred time slots.

South Australia



Businesses heed warnings on dangers of exposure to silica dust

<https://www.safework.sa.gov.au/news-and-alerts/news/news/2021/businesses-heed-warnings-on-dangers-of-exposure-to-silica-dust>

From 1 October 2020 to 1 April 2021, SafeWork SA undertook a [compliance campaign focused on respirable crystalline silica](#) (RCS) exposure risks and controls in the fabrication, including monumental masons and the construction and mining industry.

Those findings along with recommendations have been released along with the audit report on the compliance campaign into businesses working with silica containing materials.

The campaign was based on the proactive [RCS compliance campaign undertaken by SafeWork SA in 2019](#) and supports the Government of [South Australia Strategy for Respirable Crystalline Silica Exposure Awareness and Reduction 2020](#).

This second audit broadened the scope of the campaign to include monumental stone masons, as well as mining and quarrying sites, as workers in those industries are at greater risk of being exposed to RCS.

Over the course of the campaign, SafeWork SA conducted **199** site visits and **71** compliance audits.

A total of **102** statutory notices were issued where breaches of the work health and safety legislation were identified, consisting of **95** improvement notices and **7** prohibition notices.

The largest area of non-compliance identified was the failure to conduct air monitoring to determine whether the controls in place are effectively minimising exposure of workers to RCS.

A positive outcome for fabricators was the comparison to the 2019 audits, 25 fabricators achieved compliance with most maintaining their safe systems of work associated with RCS controls.

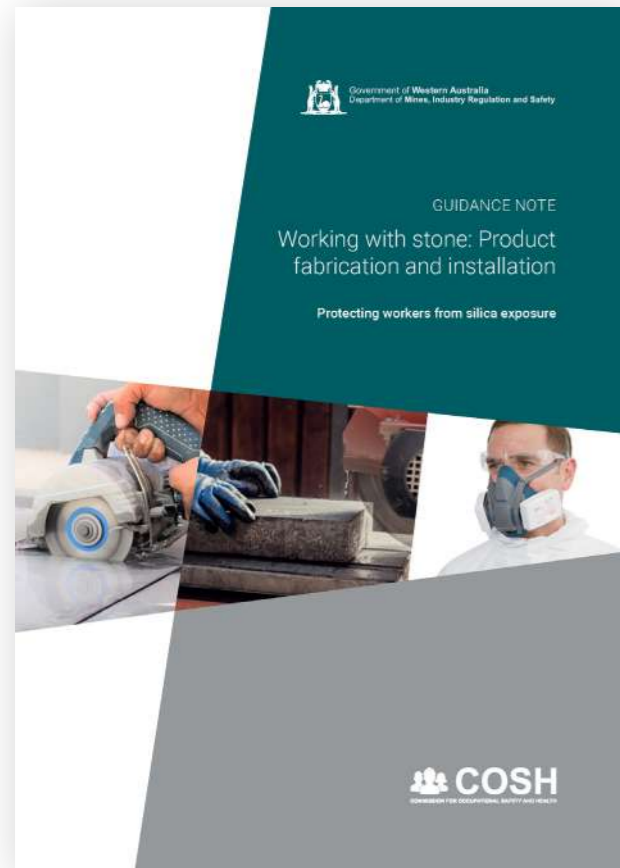
Reasons for Notices Given in South Australia regarding Respirable Crystalline Silica can be found in the Source: [Respirable Crystalline Silica Campaign Report 2020-21](#)



Respirable Crystalline Silica Campaign Report
2020-21

GUIDANCE NOTE - Working with stone: Product fabrication and installation

Research in Australia and overseas has found that workers fabricating benchtops from stone can be exposed to levels of respirable crystalline silica (RCS) which are hazardous to their health. The effective control of occupational exposure can be achieved by the application of a range of known isolation, dust suppression, dust extraction, respiratory protection, and housekeeping control options.



Western Australia have published their **Guidance Note – Working with Stone: Product Fabrication and Installation**. This guide outlines how to control exposure to airborne RCS dust during fabrication of stone benchtops or similar stone products and the health effects of breathing RCS dust.

This guidance note applies to all workplaces in Western Australia covered by the OSH Act. It provides guidance for employers and workers on silica hazards and some of the legislative requirements in the OSH Act and OSH regulations. This guidance note does not address other hazards that may be present in workplaces that fabricate stone products including benchtops. By visiting www.dmirs.wa.gov.au other related sources of information (see below links)

Related Documents

[Guidance note - Working with stone: Product fabrication and installation](#)

[Stone benchtop fabrication and installation - Checklist](#)



Photo 1 — Wet polishing of engineered stone



Photo 2 — PPE/RPE examples in stone fabrication

New work health and safety laws come into effect in WA

The new Work Health and Safety (General) Regulations 2022 commenced on 31 March 2022, bringing the Work Health and Safety Act 2020 (WHS Act) into full force and effect.

This change brings Western Australia's work health and safety (WHS) laws into line with other harmonised states and territories (all except Victoria).

Although the law is now harmonised, the Western Australian Codes of Practice are still operational. The WA Government has indicated that the Codes of Practice will soon be updated in line with the WHS Act, but at least for now they still apply.

There are some key differences between Western Australia and the other harmonised states, including:

- The offence of industrial manslaughter (s30A);
- Insurance against fines and penalties is prohibited (s272A);
- WHS inspectors are permitted to resolve disputes between parties (s82(4));
- WHS committees are required to have at least one member with "sufficient authority" within the business (s76(5));
- WHS service providers have a specific duty of care in WA, like for example occupational hygienists (s26A);
- Union right of entry was retained in the Industrial Relations Act 1979 and not included in the WHS Act; and
- Health and safety representatives have the right to choose their course of training.

Newsletter Events Calendar

JUNE 2022						
Sun	Monday	Tuesday	Wednesday	Thursday	Friday	Sat
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14 VIC Licensing & Master of Stone Information Session	15 VIC Licensing & Master of Stone Information Session	16 VIC Licensing & Master of Stone Information Session	17 VIC Licensing & Master of Stone Information Session	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

JULY 2022						
Sun	Monday	Tuesday	Wednesday	Thursday	Friday	Sat
26	27	28	29	30	1	2
3	4	5	6	7	8 Launch MOS Vietnamese Modules	9
10	11	12	13	14	15	16
17	18	19	20 Launch MOS Portuguese Modules	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

AUGUST 2022						
Sun	Monday	Tuesday	Wednesday	Thursday	Friday	Sat
31	1 Icare Lung Bus - Moorebank Save the Date Caesarstone Roadshow - SA	2 Icare Lung Bus - Moorebank	3 Icare Lung Bus - Moorebank Save the Date Caesarstone Roadshow - WA	4 Icare Lung Bus - Moorebank	5 Icare Lung Bus - Moorebank	6
7	8 Icare Lung Bus - Moorebank Save the Date Caesarstone Roadshow - SYD	9 Icare Lung Bus - Moorebank	10 Icare Lung Bus - Moorebank Save the Date Caesarstone Roadshow - VIC	11 Icare Lung Bus - Moorebank Save the Date Caesarstone Roadshow - QLD	12 Icare Lung Bus - Moorebank	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3



**SILICOSIS
IS ENTIRELY
PREVENTABLE
WHEN THE
APPROPRIATE
SAFETY CONTROLS
ARE IN PLACE.**

This Newsletter includes health and safety information and recommendations regarding RCS and is brought as a service to you by Caesarstone. Notwithstanding our efforts to bring you the most professional and updated information, the information in this Newsletter cannot serve as or replace medical, health, safety, legal or any other professional advice nor it replace and/or specify all safety measures applicable to your business and included in your local laws, regulations and standards, all of which you should know and strictly follow.

Stonemasons are fully responsible for the health and safety of their workers, including with respect to the safety risks related to RCS. Such responsibility includes the obligation to know the applicable safety regulations and standards and to fully comply with them. You should not regard the information in this Newsletter as an interpretation of any applicable law, regulation or standard. To protect the health and life of all workers exposed to respirable crystalline silica, it is always necessary to consult with a local occupational health and safety advisor about the precise safety measures you should implement in your working environment.