Epoxy Resins Flooring			
Business Name:		ABN:	
Business Address:			
Contact Person:	Phone:	Email:	

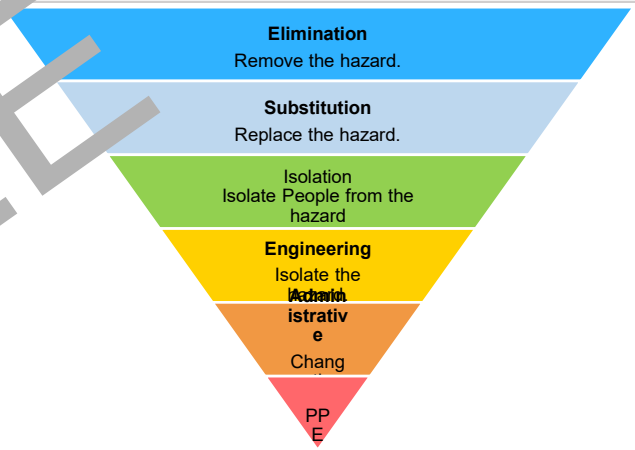
THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT		
Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.		
Full Name:		
Signature:	Title:	Date:

CLIENT OR PRINCIPAL CONTRACTOR DETAILS	SCOPE OF WORKS
Client:	
Project Name:	
Project Address:	
Project Manager:	
Contact Phone:	
Date Risk Assessment supplied to Project Manager:	

RISK MATRIX

LIKELIHOOD	INSIGNIFICANT	MINOR	MODERATE	MAJOR	CATASTROPHIC	SCORE	ACTION
ALMOST CERTAIN	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4 ACUTE		
LIKELY	2 MODERATE	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4A ACUTE	DO NOT PROCEED
POSSIBLE	1 LOW	2 MODERATE	3 HIGH	4 ACUTE	4 ACUTE	3H HIGH	Rev before work
UNLIKELY	1 LOW	1 LOW	2 MODERATE	3 HIGH	4 ACU	2M MO RATE	Ensure control measures in place.
RARE	1 LOW	1 LOW	2 MODERATE	3 HIGH	3 H	1L LOW	Monitor and keep records.

HIERARCHY OF CONTROLS



Risk Rating & Required Action:

4A	Stop work. The risk is intolerable. E inate the hazar redesign the activity before proceeding. A Safe Work Method Statement (SWMS) or hi er-level authorisati is required.
3H	Review and approve additional c rols b ask arts. Senior supervisor sign-off needed.
2M	Ensure all nominated controls are in ace and effe ive. Proceed with caution; monitor conditions.
1L	Proceed, following standard operating procedures Monitor and keep records.

Consequence Scale:

Consequence	People (injury/illness)	Project / Assets	Compliance / Reputation
Catastrophic	Fatality or permanent total disability	project shutdown	Significant regulator intervention; criminal prosecution
Major	Serious injury/illness (hospital > 5 days)	critical delay	Improvement notice; major media coverage
Moderate	Medical-treatment injury; lost-time > 1 day	moderate delay	Minor breach; adverse client comment
Minor	First-aid only, no lost time	negligible delay	Isolated non-conformance
Insignificant	No injury	no schedule impact	Deviation caught and corrected on site

Notes on Hierarchy of Controls:
Remember to apply controls in the preferred order shown by the coloured pyramid:

1. **Eliminate**
2. Substitute
3. Isolate
4. Engineering
5. Administrative
6. PPE

Always document **why** a lower-order control is accepted if elimination or substitution is not reasonably practicable.

aligned with Safe Work Australia's Managing the risk of fatigue at work *(2023) and ISO 45001:2018 clauses 6–8.*

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
1. Governance, Legal Compliance and WHS Duties	• Lack of clear governance structure for epoxy flooring works leading to non-compliance with WHS Act 2011 and WHS Regulation • Failure to identify and document epoxy resin works as hazardous chemical use in the PCBUs WHS management system • Inadequate consultation with workers and health and safety representatives about epoxy flooring systems and associated health risks • Absence of documented due diligence by Officers in relation to hazardous chemicals, airborne contaminants and respiratory sensitisers • Poor integration of contractor management for epoxy installers into existing WHS governance systems • No process to review legislative or standards changes relating to epoxies, isocyanates and silica dust	High	• Establish and document a WHS governance framework that explicitly identifies epoxy resins flooring as a hazardous chemical and high-risk health exposure activity under the WHS Act 2011 and WHS Regulation • Assign clear WHS roles, responsibilities and accountabilities for epoxy-related work (PCBU, Officers, managers, supervisors, HSRs, contractors) within the WHS management system • Incorporate epoxy resins flooring into the organisation's WHS policy, chemical management procedure and health monitoring procedures, ensuring these documents reference relevant Australian legislation, Codes of Practice and Standards • Implement a formal process to verify officer due diligence, including periodic reporting to the Board or senior management on epoxy-related risks, incidents, health monitoring outcomes and compliance status • Establish documented consultation and communication mechanisms (WHS committees, toolbox talks, safety reports) specifically addressing epoxy health risks, respiratory sensitisers and long-term health effects • Integrate all epoxy flooring contractors into the organisation's WHS governance framework, requiring them to meet or exceed the host PCBU's WHS standards, policies and reporting requirements • Create a legislative and standards register for hazardous chemicals, including epoxy systems and associated solvents, and assign responsibility for monitoring updates to WHS legislation, Codes of Practice and relevant Australian Standards • Require formal approval of any new epoxy product or system through a WHS risk review process before use on site • Schedule periodic independent or internal WHS audits focusing on hazardous chemicals and epoxy flooring controls to verify compliance with the WHS Act 2011 and WHS Regulation	Medium
2. Procurement and Supply Chain Management of Epoxy Systems	• Procurement of epoxy resins, hardeners and solvents without WHS review, resulting in uncontrolled introduction of hazardous chemicals • Selection of products with unnecessary levels of volatile organic compounds (VOCs), isocyanates or sensitisers due to cost-driven purchasing decisions • Incomplete or missing Safety Data Sheets (SDS) from suppliers, or SDS not compliant with current Australian requirements • Supply of incompatible or low-quality PPE, respiratory protection or ventilation equipment not suited to the selected epoxy system • Inadequate consideration of curing times, off-gassing and ventilation	High	• Develop and implement a formal hazardous chemical procurement procedure that mandates WHS risk review of epoxy resins, hardeners, primers and associated additives prior to purchase • Require provision and WHS review of current (within 5 years) Australian-compliant SDS for all epoxy products before approval for use • Incorporate WHS performance and chemical hazard criteria into supplier selection and evaluation, including VOC content, presence of isocyanates, skin/respiratory sensitisers and flammability • Preferentially select lower-hazard formulations (e.g. low-VOC, solvent-free or water-based epoxy systems) where they are fit for purpose, documented through a formal substitution assessment • Ensure procurement specifications for epoxy systems include minimum performance standards for engineering controls and PPE (e.g. specified respiratory protection class, glove material, coveralls type, ventilation requirements) • Integrate requirements for suppliers and contractors to demonstrate their WHS management systems, including training programs, health monitoring regimes and incident reporting for epoxy-related work • Establish a centralised chemical approval register for all epoxy products, recording hazard classification, approved uses, required controls and expiry dates	Medium

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	requirements during product selection, leading to prolonged exposure risks • No process to verify that suppliers and subcontractors have robust WHS and chemical management systems • Bulk purchasing and storage of large quantities of epoxy systems without considering storage, segregation, spill containment and expiry dates		• Include contractual clauses requiring suppliers to notify the PCBU of any product reformulation, changes to hazard classification or updated SDS versions • Implement a stock management system that contr quantities, ensures correct segregation and storage conditions, and prevents the use of out- date epoxy components	
3. Hazardous Chemicals Identification, SDS and Labelling Systems	• Epoxy resins, hardeners, solvents and thinners not correctly identified or registered as hazardous chemicals • Outdated, inaccessible or missing SDS for epoxy components at the point of use • Inconsistent or non-compliant container labelling, including decanted or mixed products, creating a risk of misuse or incompatible mixing • Workers and contractors not familiar with critical health hazard information such as sensitisation, carcinogenicity c chronic respiratory effects • Failure to identify se dary hazards such as flammabilit explosion risk in confined spaces a incompatib materials • No centralised hazardous chemical register covering all epoxy system sed across sites	High	• Establish and aintain a ntral ha rdous c icals register that includes all epoxy products, hardeners, p ers, solvent and rela as used by the PCBU and its contractors • Ens current ustr n-compliant SDS for all epoxy-related products are readily accessible (phys and el nically) at each workplace where they are used, stored or handled • Imple en documented procedure for receiving, reviewing and updating SDS, including a scheduled review a leas very 5 ars or when products change evelo and e rce a labelling and decanting procedure aligned with WHS Regulation requirements, ens primary and secondary containers for epoxy products remain clearly and correctly labelled Provide tructured induction and refresher training for workers and contractors on interpreting SDS and la ls, with emphasis on health hazards, exposure routes and required control measures • Use hazard pictograms, signage and colour-coding systems in storage and mixing areas to communicate epoxy-related hazards clearly • Conduct periodic inspections and audits to verify correct labelling, presence of SDS and maintenance of the hazardous chemicals register for epoxy systems • Integrate identification of epoxy hazards into pre-start risk reviews, chemical risk assessments and project planning documentation	Low
4. Risk Management, Planning and Design of Epoxy Flooring Works	• Inadequate preliminary risk assessment for epoxy flooring projects, particularly regarding ventilation, confined spaces and adjacent occupancy • Failure to consider design and planning options that could eliminate or reduce epoxy use or exposure durations • Poor integration of epoxy flooring risks into project WHS plans and construction methodologies	High	[redacted]	Medium

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	• Overlapping activities and trades in the same area increasing exposure to fumes, vapours and sensitising agents • Inadequate planning for segregation, exclusion zones and curing periods, resulting in building occupants or other workers being exposed • No formal assessment of fire, explosion or electrical risks in areas where flammable epoxy solvents or vapours may accumulate		[redacted]	
5. Training, Competency and Supervision Systems	• Workers and contractors applying epoxy flooring without adequate training in hazardous chemical handling, health risks and control measures • Supervisors lacking competency to monitor compliance with ventilation, PPE and exposure controls • Inconsistent induction processes leading to variable understanding of epoxy-specific risks acr[redacted]s • No verification of [redacted]mpetency for specialised tasks [redacted]ch as respirat[redacted]y protection use, fit c[redacted]akin[redacted]d con[redacted]ed space work associated with some ep[redacted]y applications • Informal, undocumente[redacted]tting job training that fails to cover chronic health risks such as sensitisation and occupational asthma • Limited understanding among workers of early signs and symptoms of epoxy-related health effects and required reporting pathways	High	[redacted]	Medium
6. Ventilation, Air Quality and Exposure Control Systems	• Inadequate general and local ventilation leading to accumulation of epoxy vapours and solvents above safe exposure levels • No system for assessing and monitoring airborne contaminants,	High	[redacted]	Medium

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	particularly in enclosed or semi-enclosed areas • Reliance on natural ventilation without verification that it meets exposure control requirements • Failure to consider interaction between ventilation systems and other building services, potentially spreading contaminants to occupied areas • Insufficient planning for maintaining ventilation during curing phases when off-gassing continues • No system to identify when respiratory protection must be upgraded due to inadequate ventilation		[redacted]	
7. Personal Protective Equipment and Respiratory Protection Programs	• Inadequate or incorrect selection of gloves, coveralls, eye [illegible]n and respiratory protecti[illegible]equipment (RPE) for the specific epo[illegible] system • No formal respira[illegible]tion program, leading to poor fit, maintenance and use of RPE • Failure to manage facia[illegible]-testing and seal checks for tight-fitting respirators • PPE policies not integrated with training, supervision and disciplinary procedures • Insufficient supply, cleaning and replacement systems for contaminated PPE, leading to dermal exposure and cross-contamination • No system for ensuring visitors or occasional workers entering epoxy work zones are appropriately protected	High	[redacted]	Medium

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			[redacted]	
8. Health Monitoring, Medical Surveillance and Worker Health Management	• Lack of health monitoring for workers who may be exposed to epoxy sensitisers, solvents and respiratory irritants • Delayed identification of occupational asthma, dermatitis or sensitisation related to epoxy exposure • No formal process for assessing fitness for work for individuals with pre-existing respiratory or skin conditions • Inadequate recording and follow-up of health complaints, symptoms or medical restrictions related to epoxy work • Insufficient communication between the PCBU, treating medical practitioner and occupational health providers regarding epoxy-relate[redacted]	High	[redacted]	Medium
9. Storage, Handling and Waste Management Systems	• Inappropriate storage of epoxy components and solvents [redacted]g to leaks, spills, incompatible chemical reactions or fire risk • No formal system for controlling access to epoxy storage areas, resulting in untrained personnel handling hazardous products • Poor management of mixed but unused epoxy, contaminated containers and solvent waste • Inadequate spill preparedness, including lack of spill response plans, materials and training	High	[redacted]	Medium

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	• Environmental contamination risks from incorrect disposal practices or uncontrolled wash-down of equipment		[redacted]	
10. Contractor Management and Multi-PCBU Coordination	• Inconsistent control standards where epoxy flooring works are performed by external contractors under multiple PCBUs • Lack of clarity regarding which PCBU controls specific risks such as ventilation, exclusion zones and after-hours access • Inadequate exchange of information about epoxy products, SDS, health ris and site-specific conditions between host PCBU and contractors • Contractors using u pproved products or metho hat do not align with the host PCB WHS management syste • Poor coordination of scheduling an access, leading to simultaneous occupancy and uncontro posure of other workers or building users		[redacted]	Medium
11. Emergency Preparedness, Incident Response and First Aid	• Lack of specific emergency procedures for epoxy-related incidents such as large spills, acute inhalation exposure or skin/eye contact • Inadequate first aid provisions, including eyewash facilities and skin decontamination resources in epoxy work areas	Medium	[redacted]	Low

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	• Workers and supervisors unaware of appropriate responses to over-exposure, allergic reactions or respiratory distress • No structured process for investigating and learning from epoxy-related incidents, near misses or health complaints • Insufficient coordination with building management, emergency services and neighbouring tenants regarding potential epoxy emergencies		[redacted]	
12. Monitoring, Review, Consultation and Continuous Improvement	• Static WHS management approach with no ongoing review of epoxy-related risks and controls • Lack of worker consultation leading to under-reporting of health concerns, near misses and practical issues with controls • Insufficient performance indicators and data analysis for epoxy exposure incidents and compliance with controls • Failure to incorporate lessons learned from internal and external incidents, audits and regulatory guidance into epoxy management systems • No systematic review of the suitability of products and technologies as safer alternatives become available	Medium	[redacted]	Low

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			[redacted]	

EMERGENCY RESPONSE – CALL 000 FOR EMERGENCIES

Ensure to have an Emergency Management Plan in place as well as adequate numbers of trained first aid staff with easy access to fully stocked first aid kits, rescue equipment, material safety data sheets, adequate access to emergency communication equipment and fire-fighting equipment suitable for all classes of fire and ignition sources.

LEGISLATIVE REFERENCES

RELEVANT LEGISLATION AND CODES OF PRACTICE. DELETE THE LEGISLATIVE REFERENCES FOR ANY STATE THAT ARE NOT APPLICABLE

Queensland & Australian Capital Territory
Work Health and Safety Act 2011
Work Health and Safety Regulations 2011
Legislation QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws
Codes of Practice QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice
Legislation ACT: https://www.worksafe.act.gov.au/laws-and-compliance/acts-and-regulations
Codes of Practice ACT: https://www.worksafe.act.gov.au/laws-and-compliance/codes-of-practice

New South Wales
Work Health and Safety Act 2011
Work Health and Safety Regulations 2025
Legislation NSW: https://www.safework.nsw.gov.au/legal-obligations/legislation
Codes of Practice NSW: https://www.safework.nsw.gov.au/resource-library/list-of-codes-of-practice

Northern Territory
Work Health and Safety (National Uniform Legislation) Act 2011
Work Health and Safety (National Uniform Legislation) Regulations 2011
Legislation NT: https://worksafe.nt.gov.au/laws-and-compliance/workplace-safety-laws
Codes of Practice NT: https://worksafe.nt.gov.au/forms-and-resources/codes-of-practice

South Australia
Work Health and Safety Act 2012 (SA)
Work Health and Safety Regulations 2012 (SA)
Legislation for SA: https://www.safework.sa.gov.au/resources/legislation
Codes of Practice for SA: https://www.safework.sa.gov.au/workplaces/codes-of-practice#COPs

Tasmania
Work Health and Safety Act 2012
Work Health and Safety (Transitional and Consequential Provisions) Act 2012
Work Health and Safety Regulations 2012
Work Health and Safety (Transitional) Regulations 2012
Legislation for TAS: https://worksafe.tas.gov.au/topics/laws-and-compliance/acts-and-regulations
Codes of Practice for TAS: https://worksafe.tas.gov.au/topics/laws-and-compliance/codes-of-practice

Details of permits, licenses or access required by regulatory bodies (add or delete as required):

- Permits from local council
- Authorisation to commence work
- Any required documents.

Victoria
Occupational Health and Safety Act 2004
Occupational Health and Safety Regulations 2017
Legislation VIC: https://www.worksafe.vic.gov.au/occupational-health-and-safety-act-and-regulations
Codes of Practice VIC: https://www.worksafe.vic.gov.au/compliance-codes-and-codes-practice

Western Australia
Work Health and Safety Act 2020
Work Health and Safety Regulations 2022
Legislation Western Australia: https://www.commerce.wa.gov.au/worksafe/legislation
Codes of Practice WA: https://www.commerce.wa.gov.au/worksafe/codes-practice

Safe Work Australia Links
Law and Regulation (All States): https://www.safeworkaustralia.gov.au/law-and-regulation
Model Codes of Practice: https://www.safeworkaustralia.gov.au/resources-publications/model-codes-of-practice

Model Codes of Practice

- Managing noise and preventing hearing loss at work
- Confined spaces
- Labelling of workplace hazardous chemicals
- Managing risks of hazardous chemicals in the workplace
- Welding processes
- First aid in the workplace
- Managing the risk of falls at workplaces
- Hazardous manual tasks
- Managing the risk of falls in housing construction
- Managing electrical risks in the workplace
- Demolition work
- Excavation work
- Work health and safety consultation, cooperation and coordination
- Managing the work environment and facilities
- How to manage work health and safety risks
- Managing risks of plant in the workplace
- Construction work