

12 September 2025

Phil Schacht
Chief Executive Officer
Heidelberg Materials Australia Group Holdings
Level 10, 35 Clarence Street
Sydney NSW 2000
Email: phil.schacht@heidelbergmaterials.com

Dear Mr Schacht

I refer to the recent application received from Heidelberg Materials Australia Group Holdings Pty Ltd (Heidelberg Materials) seeking renewal of its approval as a self-insurer pursuant to the Workplace Injury Rehabilitation and Compensation Act 2013 (WIRC Act).

WorkSafe has assessed Heidelberg Materials' application using WorkSafe's External Guideline #3: 'Assessment of Application for Renewal of Approval as a Self-insurer' (Guideline) as the benchmark. The Guideline was developed in consultation with Victorian self-insurers and is available to all self-insurers as a Guideline pursuant to section 410 of the WIRC Act.

I have authority to approve, on WorkSafe's behalf, a body corporate as a self-insurer pursuant to section 379(1) of the WIRC Act, and to determine the period that the approval has effect, pursuant to section 382 of the WIRC Act.

WorkSafe retains discretion under section 382(2)(b) of the WIRC Act to renew a self-insurer's term of approval for a period of six years, rather than the standard term of four years. The Guideline outlines additional considerations for this purpose.

Having considered Heidelberg Materials' application for renewal of approval as a self-insurer, I am satisfied that Heidelberg Materials is 'fit and proper' to be a self-insurer and have determined to approve Heidelberg Materials as a self-insurer for a period of six years effective from 4pm on 1st December 2025.

If you have any queries in relation to this letter, please contact Sarah Greeney, Acting Principal Manager - Self-Insurance via telephone 03 9641 1159 or email Sarah.Greeney@worksafe.vic.gov.au.

Yours sincerely



Ashley West
Chief Executive Officer
WorkSafe Victoria



Reducing
workplace
harm.

Improving
outcomes for
injured workers.

Certificate of Approval

Pursuant to section 379(1) of the *Workplace Injury Rehabilitation and Compensation Act 2013* (WIRC Act) I, Ashley West, Chief Executive Officer hereby approve Heidelberg Materials Australia Group Holdings Pty Ltd (ACN 090 994 657) as a self-insurer for a period of six years effective from 4pm on 1 December 2025 for workers employed by it and its eligible subsidiaries (other than an eligible subsidiary that is a non-WorkCover employer).

This approval is effective from the day it is signed.

A handwritten signature in black ink that reads "Ashley West". The signature is stylized and cursive, with a long horizontal stroke extending from the end of the name.

Ashley West
Chief Executive Officer

12 September 2025