

ANNUAL EVIDENCE PACK

Sample Builders Pty Ltd

Reporting window: 01 July 2025 — 30 June 2026 (364 days)

Site scope: whole company (all sites)

Generated: 30 June 2026, 04:00 pm (Brisbane time, AEST)

Prepared by: Sam Example (WHS Manager)

Purpose

This pack evidences the discharge of the positive duty under s 47C of the Sex Discrimination Act 1984 (Cth) - aligned to the Australian Human Rights Commission's seven Standards - and the psychosocial hazard duties under s 19 of the model Work Health and Safety Act 2011, as implemented in state WHS regulations (e.g. QLD WHS Regulation 2011, Chapter 3AA).

Contents

1. Executive summary
2. Coverage matrix (workforce × topic)
3. Acknowledgement ledger (grouped by topic)
4. Hazard register snapshot
5. Delivery event log
6. Topics catalogue and regulatory anchors

Signed off by

Officer signature

Date

Retention: seven years per WHS record-keeping conventions.

1. EXECUTIVE SUMMARY

Coverage - workforce trained across all Compliance Pack topics

On track (green)	141 cells (84%)
Due soon (amber)	17 cells (10%)
Overdue (red)	10 cells (6%)
Total coverage cells	168

Hazards - psychosocial + WHS register (all sites in scope)

Total on register	4
Open	1
Reviewing	1
Controlled	1
Closed	1
Extreme risk (open)	0
Overdue reviews	0

Acknowledgements captured in this reporting window

Total acks	290
Unique workers	14
SMS replies	142
QR scans	77
In-app clicks	0
Paper backups	71

Deliveries in window (talks sent to the workforce)

Total delivery events	46
SMS batches	22
QR posters printed	12
Email batches	0
Paper forms	12

2. COVERAGE MATRIX

Every active worker in the company × every active Compliance Pack topic. A cell is green if the worker acknowledged the topic within the last 90 days, amber if within the last 180 days, and red if overdue or never acknowledged.

Worker	Green	Amber	Red	Latest ack
Isla Murphy	7	2	3	10 June 2026
Ben Nguyen	9	1	2	24 June 2026
Alex Turner	10	1	1	22 June 2026
Daniel Okafor	10	1	1	24 June 2026
Jack Robertson	10	1	1	24 June 2026
Liam Fraser	10	1	1	24 June 2026
Maya Chen	10	1	1	22 June 2026
Chloe Martin	11	1	0	22 June 2026
Ella Brooks	10	2	0	10 June 2026
Finn Kelly	11	1	0	24 June 2026
Grace Patel	11	1	0	22 June 2026
Harry Wilson	11	1	0	24 June 2026
Kira Singh	10	2	0	10 June 2026
Noah Walsh	11	1	0	24 June 2026

3. ACKNOWLEDGEMENT LEDGER

Every acknowledgement recorded in the reporting window, grouped by topic. Signature method and evidence reference are captured for each row: SMS replies show the Twilio message SID, QR scans the token id, in-app clicks the auth user id, paper backups the supervisor who recorded them.

Respectful behaviour on our sites

Respect@Work / Sex Discrimination Act · Sex Discrimination Act 1984 (Cth) s 47C - Positive Duty. AHRC Standard 3: Knowledge.

26 acknowledgements from 14 workers · latest 14 Apr 2026

Worker	Method	When	Ver.	Site	Evidence ref
Liam Fraser	Paper backup	14 Apr 2026, 11:08 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0025
Finn Kelly	Paper backup	14 Apr 2026, 10:49 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0022
Harry Wilson	Paper backup	14 Apr 2026, 10:36 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0023
Jack Robertson	Paper backup	14 Apr 2026, 10:23 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0024
Daniel Okafor	Paper backup	14 Apr 2026, 08:51 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0021
Noah Walsh	Paper backup	14 Apr 2026, 07:29 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0026
Ella Brooks	QR scan	12 Apr 2026, 11:51 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0016
Chloe Martin	QR scan	12 Apr 2026, 11:14 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0015
Isla Murphy	QR scan	12 Apr 2026, 08:19 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0018
Grace Patel	QR scan	12 Apr 2026, 07:26 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0017
Maya Chen	QR scan	12 Apr 2026, 06:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0020
Kira Singh	QR scan	12 Apr 2026, 06:31 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0019
Noah Walsh	SMS reply	23 July 2025, 12:17 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0014
Finn Kelly	SMS reply	23 July 2025, 11:40 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0010
Ben Nguyen	SMS reply	23 July 2025, 08:53 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0008
Harry Wilson	SMS reply	23 July 2025, 08:41 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0011
Liam Fraser	SMS reply	23 July 2025, 07:51 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0013
Jack Robertson	SMS reply	23 July 2025, 07:46 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0012

Worker	Method	When	Ver.	Site	Evidence ref
Daniel Okafor	SMS reply	23 July 2025, 07:41 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0009
Ella Brooks	SMS reply	21 July 2025, 11:34 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0003
Grace Patel	SMS reply	21 July 2025, 11:25 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0004
Kira Singh	SMS reply	21 July 2025, 10:52 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0006
Alex Turner	SMS reply	21 July 2025, 10:43 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0001
Maya Chen	SMS reply	21 July 2025, 09:53 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0007
Chloe Martin	SMS reply	21 July 2025, 09:52 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0002
Isla Murphy	SMS reply	21 July 2025, 08:01 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0005

Sexual harassment - what it is, what it isn't, what to do

Respect@Work / Sex Discrimination Act · Sex Discrimination Act 1984 s 28A (definition), s 47C (positive duty). AHRC Standards 1 (Leadership) + 3 (Knowledge).
26 acknowledgements from 14 workers · latest 23 Apr 2026

Worker	Method	When	Ver.	Site	Evidence ref
Ben Nguyen	SMS reply	23 Apr 2026, 11:17 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0046
Finn Kelly	SMS reply	23 Apr 2026, 09:55 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0048
Daniel Okafor	SMS reply	23 Apr 2026, 09:11 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0047
Jack Robertson	SMS reply	23 Apr 2026, 09:00 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0050
Harry Wilson	SMS reply	23 Apr 2026, 08:57 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0049
Noah Walsh	SMS reply	23 Apr 2026, 08:29 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0052
Liam Fraser	SMS reply	23 Apr 2026, 07:59 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0051
Ella Brooks	Paper backup	21 Apr 2026, 12:09 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0042
Alex Turner	Paper backup	21 Apr 2026, 12:01 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0040
Isla Murphy	Paper backup	21 Apr 2026, 12:00 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0044
Chloe Martin	Paper backup	21 Apr 2026, 10:04 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0041
Grace Patel	Paper backup	21 Apr 2026, 08:46 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0043
Kira Singh	Paper backup	21 Apr 2026, 08:43 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0045

Worker	Method	When	Ver.	Site	Evidence ref
Jack Robertson	QR scan	01 Aug 2025, 12:07 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0038
Daniel Okafor	QR scan	01 Aug 2025, 11:29 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0035
Ben Nguyen	QR scan	01 Aug 2025, 11:14 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0034
Harry Wilson	QR scan	01 Aug 2025, 11:05 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0037
Finn Kelly	QR scan	01 Aug 2025, 10:32 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0036
Liam Fraser	QR scan	01 Aug 2025, 09:29 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0039
Grace Patel	SMS reply	30 July 2025, 10:32 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0030
Chloe Martin	SMS reply	30 July 2025, 09:56 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0028
Alex Turner	SMS reply	30 July 2025, 09:25 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0027
Ella Brooks	SMS reply	30 July 2025, 08:11 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0029
Kira Singh	SMS reply	30 July 2025, 07:51 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0032
Isla Murphy	SMS reply	30 July 2025, 07:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0031
Maya Chen	SMS reply	30 July 2025, 07:13 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0033

Hostile work environments and sex-based harassment

Respect@Work / Sex Discrimination Act · Sex Discrimination Act 1984 s 28AA (sex-based harassment), s 28M (hostile work environment). Added by Respect@Work Act 2022.
25 acknowledgements from 14 workers · latest 02 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Liam Fraser	SMS reply	02 May 2026, 12:23 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0076
Harry Wilson	SMS reply	02 May 2026, 12:08 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0074
Ben Nguyen	SMS reply	02 May 2026, 11:28 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0071
Noah Walsh	SMS reply	02 May 2026, 11:12 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0077
Daniel Okafor	SMS reply	02 May 2026, 07:57 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0072
Finn Kelly	SMS reply	02 May 2026, 07:50 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0073
Jack Robertson	SMS reply	02 May 2026, 06:48 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0075
Kira Singh	SMS reply	30 Apr 2026, 12:09 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0069

Worker	Method	When	Ver.	Site	Evidence ref
Chloe Martin	SMS reply	30 Apr 2026, 11:27 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0066
Grace Patel	SMS reply	30 Apr 2026, 10:22 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0068
Maya Chen	SMS reply	30 Apr 2026, 09:56 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0070
Ella Brooks	SMS reply	30 Apr 2026, 09:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0067
Alex Turner	SMS reply	30 Apr 2026, 07:36 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0065
Liam Fraser	Paper backup	10 Aug 2025, 12:29 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0063
Finn Kelly	Paper backup	10 Aug 2025, 09:28 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0061
Harry Wilson	Paper backup	10 Aug 2025, 08:38 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0062
Daniel Okafor	Paper backup	10 Aug 2025, 08:14 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0060
Ben Nguyen	Paper backup	10 Aug 2025, 08:03 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0059
Noah Walsh	Paper backup	10 Aug 2025, 07:05 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0064
Grace Patel	QR scan	08 Aug 2025, 11:38 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0055
Alex Turner	QR scan	08 Aug 2025, 10:48 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0053
Kira Singh	QR scan	08 Aug 2025, 10:46 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0057
Maya Chen	QR scan	08 Aug 2025, 10:17 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0058
Chloe Martin	QR scan	08 Aug 2025, 07:22 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0054
Isla Murphy	QR scan	08 Aug 2025, 06:53 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0056

Working with people from other companies on shared sites

Respect@Work / Sex Discrimination Act · Sex Discrimination Act 1984 s 47C(4)-(5) - third-party conduct explicitly covered.

24 acknowledgements from 14 workers · latest 11 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Noah Walsh	QR scan	11 May 2026, 12:02 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0101
Daniel Okafor	QR scan	11 May 2026, 11:30 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0096
Harry Wilson	QR scan	11 May 2026, 10:58 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0098
Liam Fraser	QR scan	11 May 2026, 10:39 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0100

Worker	Method	When	Ver.	Site	Evidence ref
Jack Robertson	QR scan	11 May 2026, 09:07 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0099
Finn Kelly	QR scan	11 May 2026, 06:50 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0097
Maya Chen	SMS reply	09 May 2026, 11:45 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0095
Chloe Martin	SMS reply	09 May 2026, 11:34 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0091
Ella Brooks	SMS reply	09 May 2026, 11:19 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0092
Grace Patel	SMS reply	09 May 2026, 11:08 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0093
Alex Turner	SMS reply	09 May 2026, 10:17 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0090
Kira Singh	SMS reply	09 May 2026, 06:57 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0094
Finn Kelly	SMS reply	19 Aug 2025, 10:02 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0085
Harry Wilson	SMS reply	19 Aug 2025, 10:01 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0086
Daniel Okafor	SMS reply	19 Aug 2025, 08:04 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0084
Ben Nguyen	SMS reply	19 Aug 2025, 07:53 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0083
Noah Walsh	SMS reply	19 Aug 2025, 07:09 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0089
Liam Fraser	SMS reply	19 Aug 2025, 07:08 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0088
Jack Robertson	SMS reply	19 Aug 2025, 07:05 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0087
Kira Singh	Paper backup	17 Aug 2025, 10:58 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0082
Grace Patel	Paper backup	17 Aug 2025, 10:10 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0080
Alex Turner	Paper backup	17 Aug 2025, 09:19 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0078
Isla Murphy	Paper backup	17 Aug 2025, 08:01 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0081
Chloe Martin	Paper backup	17 Aug 2025, 07:16 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0079

Reporting and non-retaliation

Respect@Work / Sex Discrimination Act · Sex Discrimination Act 1984 s 47A (victimisation prohibition). AHRC Standard 6: Reporting and Response.
26 acknowledgements from 14 workers · latest 20 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Noah Walsh	Paper backup	20 May 2026, 10:49 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0127

Worker	Method	When	Ver.	Site	Evidence ref
Ben Nguyen	Paper backup	20 May 2026, 08:25 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0122
Finn Kelly	Paper backup	20 May 2026, 08:19 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0123
Harry Wilson	Paper backup	20 May 2026, 08:02 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0124
Jack Robertson	Paper backup	20 May 2026, 07:46 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0125
Liam Fraser	Paper backup	20 May 2026, 07:20 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0126
Kira Singh	QR scan	18 May 2026, 10:25 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0120
Grace Patel	QR scan	18 May 2026, 10:23 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0118
Alex Turner	QR scan	18 May 2026, 10:11 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0115
Chloe Martin	QR scan	18 May 2026, 10:04 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0116
Ella Brooks	QR scan	18 May 2026, 09:46 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0117
Isla Murphy	QR scan	18 May 2026, 07:14 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0119
Maya Chen	QR scan	18 May 2026, 06:43 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0121
Finn Kelly	SMS reply	28 Aug 2025, 11:40 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0110
Jack Robertson	SMS reply	28 Aug 2025, 10:03 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0112
Daniel Okafor	SMS reply	28 Aug 2025, 09:30 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0109
Noah Walsh	SMS reply	28 Aug 2025, 08:34 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0114
Liam Fraser	SMS reply	28 Aug 2025, 08:08 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0113
Harry Wilson	SMS reply	28 Aug 2025, 07:46 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0111
Ben Nguyen	SMS reply	28 Aug 2025, 07:02 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0108
Kira Singh	SMS reply	26 Aug 2025, 12:25 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0106
Maya Chen	SMS reply	26 Aug 2025, 10:56 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0107
Ella Brooks	SMS reply	26 Aug 2025, 10:34 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0104
Grace Patel	SMS reply	26 Aug 2025, 08:56 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0105
Chloe Martin	SMS reply	26 Aug 2025, 08:42 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0103

Worker	Method	When	Ver.	Site	Evidence ref
Alex Turner	SMS reply	26 Aug 2025, 08:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0102

Workplace bullying - the WHS version

WHS psychosocial hazards · Work Health and Safety Act 2011 (model) s 19 (primary duty). Fair Work Act 2009 s 789FD (bullying definition, FWC stop-bullying orders). Safe Work Australia model Code of Practice: Managing Psychosocial Hazards at Work (2022).
26 acknowledgements from 14 workers · latest 19 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Liam Fraser	SMS reply	19 May 2026, 11:28 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0152
Ben Nguyen	SMS reply	19 May 2026, 10:21 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0147
Jack Robertson	SMS reply	19 May 2026, 09:20 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0151
Harry Wilson	SMS reply	19 May 2026, 09:05 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0150
Finn Kelly	SMS reply	19 May 2026, 08:58 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0149
Daniel Okafor	SMS reply	19 May 2026, 07:48 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0148
Noah Walsh	SMS reply	19 May 2026, 07:33 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0153
Chloe Martin	Paper backup	17 May 2026, 09:34 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0142
Kira Singh	Paper backup	17 May 2026, 08:49 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0145
Maya Chen	Paper backup	17 May 2026, 08:38 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0146
Grace Patel	Paper backup	17 May 2026, 07:59 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0144
Ella Brooks	Paper backup	17 May 2026, 06:54 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0143
Alex Turner	Paper backup	17 May 2026, 06:45 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0141
Daniel Okafor	QR scan	30 Nov 2025, 12:22 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0136
Noah Walsh	QR scan	30 Nov 2025, 11:56 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0140
Jack Robertson	QR scan	30 Nov 2025, 10:27 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0139
Finn Kelly	QR scan	30 Nov 2025, 09:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0137
Ben Nguyen	QR scan	30 Nov 2025, 09:34 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0135
Harry Wilson	QR scan	30 Nov 2025, 06:31 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0138
Grace Patel	SMS reply	28 Nov 2025, 10:15 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0131

Worker	Method	When	Ver.	Site	Evidence ref
Alex Turner	SMS reply	28 Nov 2025, 08:09 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0128
Isla Murphy	SMS reply	28 Nov 2025, 07:19 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0132
Chloe Martin	SMS reply	28 Nov 2025, 07:03 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0129
Maya Chen	SMS reply	28 Nov 2025, 06:58 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0134
Kira Singh	SMS reply	28 Nov 2025, 06:48 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0133
Ella Brooks	SMS reply	28 Nov 2025, 06:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0130

Fatigue on site - knowing when to pull up

WHS psychosocial hazards · WHS Act 2011 s 19. Safe Work Australia Guide for Managing the Risk of Fatigue at Work.
25 acknowledgements from 14 workers · latest 25 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Harry Wilson	SMS reply	25 May 2026, 11:37 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0176
Jack Robertson	SMS reply	25 May 2026, 09:58 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0177
Daniel Okafor	SMS reply	25 May 2026, 09:28 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0174
Finn Kelly	SMS reply	25 May 2026, 08:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0175
Noah Walsh	SMS reply	25 May 2026, 08:00 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0178
Ben Nguyen	SMS reply	25 May 2026, 07:51 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0173
Isla Murphy	SMS reply	23 May 2026, 12:20 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0170
Alex Turner	SMS reply	23 May 2026, 09:51 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0166
Chloe Martin	SMS reply	23 May 2026, 09:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0167
Grace Patel	SMS reply	23 May 2026, 08:47 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0169
Kira Singh	SMS reply	23 May 2026, 08:06 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0171
Maya Chen	SMS reply	23 May 2026, 07:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0172
Ella Brooks	SMS reply	23 May 2026, 06:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0168
Jack Robertson	Paper backup	10 Dec 2025, 12:23 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0164
Finn Kelly	Paper backup	10 Dec 2025, 11:36 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0162

Worker	Method	When	Ver.	Site	Evidence ref
Ben Nguyen	Paper backup	10 Dec 2025, 09:19 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0161
Liam Fraser	Paper backup	10 Dec 2025, 08:06 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0165
Harry Wilson	Paper backup	10 Dec 2025, 08:00 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0163
Alex Turner	QR scan	08 Dec 2025, 12:09 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0154
Kira Singh	QR scan	08 Dec 2025, 10:49 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0159
Grace Patel	QR scan	08 Dec 2025, 10:37 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0157
Maya Chen	QR scan	08 Dec 2025, 10:06 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0160
Chloe Martin	QR scan	08 Dec 2025, 09:38 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0155
Isla Murphy	QR scan	08 Dec 2025, 09:37 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0158
Ella Brooks	QR scan	08 Dec 2025, 08:16 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0156

Mental health on site - the one nobody talks about

WHS psychosocial hazards · WHS Act 2011 s 19. MATES in Construction data. Company EAP referral.
26 acknowledgements from 14 workers · latest 31 May 2026

Worker	Method	When	Ver.	Site	Evidence ref
Noah Walsh	QR scan	31 May 2026, 12:16 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0204
Jack Robertson	QR scan	31 May 2026, 12:02 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0202
Liam Fraser	QR scan	31 May 2026, 11:50 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0203
Harry Wilson	QR scan	31 May 2026, 09:53 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0201
Daniel Okafor	QR scan	31 May 2026, 09:31 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0199
Finn Kelly	QR scan	31 May 2026, 09:00 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0200
Ben Nguyen	QR scan	31 May 2026, 06:30 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0198
Grace Patel	SMS reply	29 May 2026, 12:20 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0194
Ella Brooks	SMS reply	29 May 2026, 12:18 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0193
Isla Murphy	SMS reply	29 May 2026, 11:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0195
Chloe Martin	SMS reply	29 May 2026, 10:43 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0192

Worker	Method	When	Ver.	Site	Evidence ref
Kira Singh	SMS reply	29 May 2026, 10:05 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0196
Alex Turner	SMS reply	29 May 2026, 09:52 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0191
Maya Chen	SMS reply	29 May 2026, 07:19 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0197
Noah Walsh	SMS reply	20 Dec 2025, 11:53 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0190
Ben Nguyen	SMS reply	20 Dec 2025, 11:12 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0186
Liam Fraser	SMS reply	20 Dec 2025, 10:58 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0189
Daniel Okafor	SMS reply	20 Dec 2025, 10:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0187
Finn Kelly	SMS reply	20 Dec 2025, 10:03 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0188
Alex Turner	Paper backup	18 Dec 2025, 12:19 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0179
Kira Singh	Paper backup	18 Dec 2025, 11:44 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0184
Maya Chen	Paper backup	18 Dec 2025, 11:22 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0185
Grace Patel	Paper backup	18 Dec 2025, 09:33 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0182
Ella Brooks	Paper backup	18 Dec 2025, 09:10 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0181
Chloe Martin	Paper backup	18 Dec 2025, 07:35 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0180
Isla Murphy	Paper backup	18 Dec 2025, 06:48 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0183

Workload and time pressure - when the job is too much

WHS psychosocial hazards · WHS Act 2011 s 28 (worker duty to consult), s 19 (PCBU duty). Vic OHS (Psychological Health) Regs 2025 r.55.
25 acknowledgements from 14 workers · latest 06 June 2026

Worker	Method	When	Ver.	Site	Evidence ref
Ben Nguyen	Paper backup	06 June 2026, 11:32 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0223
Liam Fraser	Paper backup	06 June 2026, 11:07 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0228
Noah Walsh	Paper backup	06 June 2026, 10:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0229
Daniel Okafor	Paper backup	06 June 2026, 10:01 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0224
Jack Robertson	Paper backup	06 June 2026, 07:24 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0227
Finn Kelly	Paper backup	06 June 2026, 07:18 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0225

Worker	Method	When	Ver.	Site	Evidence ref
Harry Wilson	Paper backup	06 June 2026, 06:57 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACKUP-0226
Maya Chen	QR scan	04 June 2026, 09:32 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0222
Alex Turner	QR scan	04 June 2026, 09:26 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0216
Grace Patel	QR scan	04 June 2026, 09:08 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0219
Chloe Martin	QR scan	04 June 2026, 08:51 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0217
Ella Brooks	QR scan	04 June 2026, 08:40 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0218
Isla Murphy	QR scan	04 June 2026, 07:28 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0220
Kira Singh	QR scan	04 June 2026, 07:06 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-0221
Jack Robertson	SMS reply	30 Dec 2025, 12:06 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0215
Finn Kelly	SMS reply	30 Dec 2025, 10:51 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0213
Daniel Okafor	SMS reply	30 Dec 2025, 09:48 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0212
Ben Nguyen	SMS reply	30 Dec 2025, 09:31 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0211
Harry Wilson	SMS reply	30 Dec 2025, 08:21 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0214
Alex Turner	SMS reply	28 Dec 2025, 12:29 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0205
Ella Brooks	SMS reply	28 Dec 2025, 12:29 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0206
Isla Murphy	SMS reply	28 Dec 2025, 11:38 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0208
Maya Chen	SMS reply	28 Dec 2025, 11:08 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0210
Grace Patel	SMS reply	28 Dec 2025, 09:55 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0207
Kira Singh	SMS reply	28 Dec 2025, 07:13 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0209

Alcohol, drugs, and fitness for work

Cross-cutting · WHS Act 2011 s 28 (worker duty to take reasonable care). AS/NZS 4308 (drug testing) if applicable.
24 acknowledgements from 14 workers · latest 12 June 2026

Worker	Method	When	Ver.	Site	Evidence ref
Daniel Okafor	SMS reply	12 June 2026, 12:26 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0249
Ben Nguyen	SMS reply	12 June 2026, 11:41 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0248

Worker	Method	When	Ver.	Site	Evidence ref
Harry Wilson	SMS reply	12 June 2026, 08:45 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0251
Liam Fraser	SMS reply	12 June 2026, 07:21 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0252
Noah Walsh	SMS reply	12 June 2026, 07:15 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0253
Finn Kelly	SMS reply	12 June 2026, 07:02 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0250
Grace Patel	Paper backup	10 June 2026, 12:13 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0244
Isla Murphy	Paper backup	10 June 2026, 11:50 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0245
Alex Turner	Paper backup	10 June 2026, 11:32 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0241
Maya Chen	Paper backup	10 June 2026, 11:25 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0247
Chloe Martin	Paper backup	10 June 2026, 08:20 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0242
Ella Brooks	Paper backup	10 June 2026, 07:17 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0243
Kira Singh	Paper backup	10 June 2026, 06:46 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACKUP-0246
Harry Wilson	QR scan	09 Jan 2026, 11:05 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0238
Finn Kelly	QR scan	09 Jan 2026, 09:48 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0237
Jack Robertson	QR scan	09 Jan 2026, 09:03 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0239
Daniel Okafor	QR scan	09 Jan 2026, 07:37 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0236
Liam Fraser	QR scan	09 Jan 2026, 06:31 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0240
Chloe Martin	SMS reply	07 Jan 2026, 11:07 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0231
Maya Chen	SMS reply	07 Jan 2026, 10:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0235
Alex Turner	SMS reply	07 Jan 2026, 10:13 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0230
Isla Murphy	SMS reply	07 Jan 2026, 09:07 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0234
Ella Brooks	SMS reply	07 Jan 2026, 06:31 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0232
Grace Patel	SMS reply	07 Jan 2026, 06:30 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0233

Discrimination and inclusion - the bigger frame

Cross-cutting · Anti-Discrimination Act 1991 (Qld) / equivalent state Acts. Sex Discrimination Act 1984, Racial Discrimination Act 1975, Age Discrimination Act 2004, Disability Discrimination Act 1992 (Cth).
13 acknowledgements from 13 workers · latest 19 Jan 2026

Worker	Method	When	Ver.	Site	Evidence ref
Finn Kelly	Paper backup	19 Jan 2026, 11:43 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0263
Noah Walsh	Paper backup	19 Jan 2026, 11:22 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0266
Harry Wilson	Paper backup	19 Jan 2026, 10:08 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0264
Ben Nguyen	Paper backup	19 Jan 2026, 09:48 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0261
Daniel Okafor	Paper backup	19 Jan 2026, 08:22 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0262
Liam Fraser	Paper backup	19 Jan 2026, 08:15 am	v1	Sample Site B - Civil and drainage works	SAMPLE-PAPER_BACK UP-0265
Grace Patel	QR scan	17 Jan 2026, 12:27 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 57
Alex Turner	QR scan	17 Jan 2026, 11:45 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 54
Chloe Martin	QR scan	17 Jan 2026, 11:44 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 55
Maya Chen	QR scan	17 Jan 2026, 10:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 60
Isla Murphy	QR scan	17 Jan 2026, 08:18 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 58
Kira Singh	QR scan	17 Jan 2026, 07:46 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 59
Ella Brooks	QR scan	17 Jan 2026, 06:44 am	v1	Sample Site A - Level 4 fitout	SAMPLE-QR_SCAN-02 56

What to do if you see something - bystander action

Cross-cutting · AHRC Standard 4: Risk Management. Bystander intervention research (AHRC Respect@Work Report 2020). 24 acknowledgements from 14 workers · latest 24 June 2026

Worker	Method	When	Ver.	Site	Evidence ref
Ben Nguyen	SMS reply	24 June 2026, 12:08 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 284
Finn Kelly	SMS reply	24 June 2026, 11:58 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 286
Daniel Okafor	SMS reply	24 June 2026, 11:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 285
Noah Walsh	SMS reply	24 June 2026, 09:51 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 290
Jack Robertson	SMS reply	24 June 2026, 08:41 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 288
Liam Fraser	SMS reply	24 June 2026, 08:30 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 289
Harry Wilson	SMS reply	24 June 2026, 06:40 am	v1	Sample Site B - Civil and drainage works	SAMPLE-SMS_REPLY-0 287
Grace Patel	Paper backup	22 June 2026, 12:23 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACK UP-0282

Worker	Method	When	Ver.	Site	Evidence ref
Maya Chen	Paper backup	22 June 2026, 07:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACK UP-0283
Chloe Martin	Paper backup	22 June 2026, 06:54 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACK UP-0281
Alex Turner	Paper backup	22 June 2026, 06:41 am	v1	Sample Site A - Level 4 fitout	SAMPLE-PAPER_BACK UP-0280
Harry Wilson	QR scan	29 Jan 2026, 12:01 pm	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0276
Liam Fraser	QR scan	29 Jan 2026, 11:54 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0278
Noah Walsh	QR scan	29 Jan 2026, 11:44 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0279
Ben Nguyen	QR scan	29 Jan 2026, 10:30 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0273
Daniel Okafor	QR scan	29 Jan 2026, 10:23 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0274
Jack Robertson	QR scan	29 Jan 2026, 07:12 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0277
Finn Kelly	QR scan	29 Jan 2026, 06:31 am	v1	Sample Site B - Civil and drainage works	SAMPLE-QR_SCAN-0275
Chloe Martin	SMS reply	27 Jan 2026, 12:26 pm	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0267
Grace Patel	SMS reply	27 Jan 2026, 10:39 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0269
Isla Murphy	SMS reply	27 Jan 2026, 08:47 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0270
Kira Singh	SMS reply	27 Jan 2026, 08:31 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0271
Ella Brooks	SMS reply	27 Jan 2026, 08:18 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0268
Maya Chen	SMS reply	27 Jan 2026, 07:35 am	v1	Sample Site A - Level 4 fitout	SAMPLE-SMS_REPLY-0272

4. HAZARD REGISTER SNAPSHOT

Psychosocial and WHS hazards currently on the register, followed by hazards resolved during this reporting window. Sorted by risk rating so extreme + high items are visible first.

Open + reviewing

Title	Type	Site	Risk	Status	Identified	Next review
Programme compression on Level 4 handover	High job demands	Sample Site A - Level 4 fitout	High (12)	Reviewing	12 May 2026	14 July 2026
Night works on drainage alignment	Remote or isolated work	Sample Site B - Civil and drainage works	Moderate (9)	Open	09 June 2026	07 July 2026

Extreme (15-25) High (10-14) Moderate (5-9) Low (1-4)

Resolved during reporting window

Title	Type	Site	Risk	Status	Identified	Next review
Abuse from motorists at traffic control point	Violence or aggression	Sample Site B - Civil and drainage works	Moderate (6)	Controlled	18 Feb 2026	-
Conflict between trades on shared Level 4 floor	Poor workplace relationships	Sample Site A - Level 4 fitout	Moderate (6)	Closed	03 Oct 2025	-

Extreme (15-25) High (10-14) Moderate (5-9) Low (1-4)

5. DELIVERY EVENT LOG

Every time a Compliance Pack talk was sent to the workforce during this window - QR posters printed, SMS batches broadcast, email batches sent, and paper forms distributed. Delivery events anchor the ack ledger above.

Sent	Channel	Topic	Version	Site	Recipients	Note
24 June 2026, 06:30 am	SMS to crew	xc-12	v1	Sample Site B - Civil and drainage works	7	-
22 June 2026, 06:30 am	Paper form	xc-12	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned
12 June 2026, 06:30 am	SMS to crew	xc-10	v1	Sample Site B - Civil and drainage works	7	-
10 June 2026, 06:30 am	Paper form	xc-10	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned
06 June 2026, 06:30 am	Paper form	whs-09	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
04 June 2026, 06:30 am	QR poster	whs-09	v1	Sample Site A - Level 4 fitout	7	-
31 May 2026, 06:30 am	QR poster	whs-08	v1	Sample Site B - Civil and drainage works	7	-
29 May 2026, 06:30 am	SMS to crew	whs-08	v1	Sample Site A - Level 4 fitout	7	-
25 May 2026, 06:30 am	SMS to crew	whs-07	v1	Sample Site B - Civil and drainage works	7	-
23 May 2026, 06:30 am	SMS to crew	whs-07	v1	Sample Site A - Level 4 fitout	7	-
20 May 2026, 06:30 am	Paper form	raw-05	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
19 May 2026, 06:30 am	SMS to crew	whs-06	v1	Sample Site B - Civil and drainage works	7	-
18 May 2026, 06:30 am	QR poster	raw-05	v1	Sample Site A - Level 4 fitout	7	-
17 May 2026, 06:30 am	Paper form	whs-06	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned

Sent	Channel	Topic	Version	Site	Recipients	Note
11 May 2026, 06:30 am	QR poster	raw-04	v1	Sample Site B - Civil and drainage works	7	-
09 May 2026, 06:30 am	SMS to crew	raw-04	v1	Sample Site A - Level 4 fitout	7	-
02 May 2026, 06:30 am	SMS to crew	raw-03	v1	Sample Site B - Civil and drainage works	7	-
30 Apr 2026, 06:30 am	SMS to crew	raw-03	v1	Sample Site A - Level 4 fitout	7	-
23 Apr 2026, 06:30 am	SMS to crew	raw-02	v1	Sample Site B - Civil and drainage works	7	-
21 Apr 2026, 06:30 am	Paper form	raw-02	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned
14 Apr 2026, 06:30 am	Paper form	raw-01	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
12 Apr 2026, 06:30 am	QR poster	raw-01	v1	Sample Site A - Level 4 fitout	7	-
29 Jan 2026, 06:30 am	QR poster	xc-12	v1	Sample Site B - Civil and drainage works	7	-
27 Jan 2026, 06:30 am	SMS to crew	xc-12	v1	Sample Site A - Level 4 fitout	7	-
19 Jan 2026, 06:30 am	Paper form	xc-11	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
17 Jan 2026, 06:30 am	QR poster	xc-11	v1	Sample Site A - Level 4 fitout	7	-
09 Jan 2026, 06:30 am	QR poster	xc-10	v1	Sample Site B - Civil and drainage works	7	-
07 Jan 2026, 06:30 am	SMS to crew	xc-10	v1	Sample Site A - Level 4 fitout	7	-
30 Dec 2025, 06:30 am	SMS to crew	whs-09	v1	Sample Site B - Civil and drainage works	7	-
28 Dec 2025, 06:30 am	SMS to crew	whs-09	v1	Sample Site A - Level 4 fitout	7	-

Sent	Channel	Topic	Version	Site	Recipients	Note
20 Dec 2025, 06:30 am	SMS to crew	whs-08	v1	Sample Site B - Civil and drainage works	7	-
18 Dec 2025, 06:30 am	Paper form	whs-08	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned
10 Dec 2025, 06:30 am	Paper form	whs-07	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
08 Dec 2025, 06:30 am	QR poster	whs-07	v1	Sample Site A - Level 4 fitout	7	-
30 Nov 2025, 06:30 am	QR poster	whs-06	v1	Sample Site B - Civil and drainage works	7	-
28 Nov 2025, 06:30 am	SMS to crew	whs-06	v1	Sample Site A - Level 4 fitout	7	-
28 Aug 2025, 06:30 am	SMS to crew	raw-05	v1	Sample Site B - Civil and drainage works	7	-
26 Aug 2025, 06:30 am	SMS to crew	raw-05	v1	Sample Site A - Level 4 fitout	7	-
19 Aug 2025, 06:30 am	SMS to crew	raw-04	v1	Sample Site B - Civil and drainage works	7	-
17 Aug 2025, 06:30 am	Paper form	raw-04	v1	Sample Site A - Level 4 fitout	7	Run at pre-start; paper sign-on sheet scanned
10 Aug 2025, 06:30 am	Paper form	raw-03	v1	Sample Site B - Civil and drainage works	7	Run at pre-start; paper sign-on sheet scanned
08 Aug 2025, 06:30 am	QR poster	raw-03	v1	Sample Site A - Level 4 fitout	7	-
01 Aug 2025, 06:30 am	QR poster	raw-02	v1	Sample Site B - Civil and drainage works	7	-
30 July 2025, 06:30 am	SMS to crew	raw-02	v1	Sample Site A - Level 4 fitout	7	-
23 July 2025, 06:30 am	SMS to crew	raw-01	v1	Sample Site B - Civil and drainage works	7	-
21 July 2025, 06:30 am	SMS to crew	raw-01	v1	Sample Site A - Level 4 fitout	7	-

6. TOPICS CATALOGUE

The full set of Compliance Pack topics this pack demonstrates coverage against. Each topic maps to a specific regulatory anchor (Sex Discrimination Act, Fair Work Act, model WHS Regulations, or the Australian Human Rights Commission Standards).

Alcohol, drugs, and fitness for work

Cross-cutting · 4 min

WHS Act 2011 s 28 (worker duty to take reasonable care). AS/NZS 4308 (drug testing) if applicable.

Discrimination and inclusion - the bigger frame

Cross-cutting · 4 min

Anti-Discrimination Act 1991 (Qld) / equivalent state Acts. Sex Discrimination Act 1984, Racial Discrimination Act 1975, Age Discrimination Act 2004, Disability Discrimination Act 1992 (Cth).

What to do if you see something - bystander action

Cross-cutting · 3 min · AHRC Standard 4

AHRC Standard 4: Risk Management. Bystander intervention research (AHRC Respect@Work Report 2020).

Respectful behaviour on our sites

Respect@Work / Sex Discrimination Act · 4 min · AHRC Standard 3

Sex Discrimination Act 1984 (Cth) s 47C - Positive Duty. AHRC Standard 3: Knowledge.

Sexual harassment - what it is, what it isn't, what to do

Respect@Work / Sex Discrimination Act · 5 min · AHRC Standard 3

Sex Discrimination Act 1984 s 28A (definition), s 47C (positive duty). AHRC Standards 1 (Leadership) + 3 (Knowledge).

Hostile work environments and sex-based harassment

Respect@Work / Sex Discrimination Act · 4 min · AHRC Standard 3

Sex Discrimination Act 1984 s 28AA (sex-based harassment), s 28M (hostile work environment). Added by Respect@Work Act 2022.

Working with people from other companies on shared sites

Respect@Work / Sex Discrimination Act · 3 min · AHRC Standard 4

Sex Discrimination Act 1984 s 47C(4)-(5) - third-party conduct explicitly covered.

Reporting and non-retaliation

Respect@Work / Sex Discrimination Act · 4 min · AHRC Standard 6

Sex Discrimination Act 1984 s 47A (victimisation prohibition). AHRC Standard 6: Reporting and Response.

Workplace bullying - the WHS version

WHS psychosocial hazards · 4 min

Work Health and Safety Act 2011 (model) s 19 (primary duty). Fair Work Act 2009 s 789FD (bullying definition, FWC stop-bullying orders). Safe Work Australia model Code of Practice: Managing Psychosocial Hazards at Work (2022).

Fatigue on site - knowing when to pull up

WHS psychosocial hazards · 4 min

WHS Act 2011 s 19. Safe Work Australia Guide for Managing the Risk of Fatigue at Work.

Mental health on site - the one nobody talks about

WHS psychosocial hazards · 5 min

WHS Act 2011 s 19. MATES in Construction data. Company EAP referral.

Workload and time pressure - when the job is too much

WHS psychosocial hazards · 3 min

WHS Act 2011 s 28 (worker duty to consult), s 19 (PCBU duty). Vic OHS (Psychological Health) Regs 2025 r.55.