

## Governance continued

The following table sets out the BHP Billiton HSEC consequence severity outcomes. This must be used by reporting entities to determine whether an incident should be reported as a significant incident.

HSEC consequence severity table				
Low	Minor	Moderate	Major	Critical
Level 1	Level 2	Level 3	Level 4	Level 5
<b>Injury and illness</b>				
Low level short-term subjective inconvenience or symptoms. No measurable physical effects. No medical treatment.	Objective but reversible disability/impairment and/or medical treatment injuries requiring hospitalisation.	Moderate irreversible disability or impairment (<30%) to one or more persons.	Single fatality and/or severe irreversible disability or impairment (>30%) to one or more persons.	Short or long term health effects leading to multiple fatalities, or significant irreversible human health effects to >50 persons.
<b>Environmental effects</b>				
No lasting effect. Low-level impacts on biological or physical environment. Limited damage to minimal area of low significance.	Minor effects on biological or physical environment. Minor short-medium term damage to small area of limited significance.	Moderate effects on biological or physical environment but not affecting ecosystem function. Moderate short-medium term widespread impacts (e.g. oil spill causing impacts on shoreline).	Serious environmental effects with some impairment of ecosystem function (e.g. displacement of a species). Relatively widespread medium-long term impacts.	Very serious environmental effects with impairment of ecosystem function. Long term, widespread effects on significant environment (eg. unique habitat, National Park).
<b>Social/cultural heritage</b>				
Low-level social or cultural impacts. Low-level repairable damage to commonplace structures.	Minor medium-term social impacts on local population. Minor damage to structures/items of some significance. Minor infringement of cultural heritage. Mostly repairable.	Ongoing social issues. Permanent damage to structures/items of cultural significance, or significant infringement of cultural heritage/sacred locations.	Ongoing serious social issues. Significant damage to structures/items of cultural significance, or significant infringement and disregard of cultural heritage.	Very serious widespread social impacts. Irreparable damage to highly valued structures/items/locations of cultural significance. Highly offensive infringements of cultural heritage.
<b>Community/government/media/reputation</b>				
Public concern restricted to local complaints. Ongoing scrutiny/attention from regulator.	Minor, adverse local public or media attention and complaints. Significant hardship from regulator. Reputation is adversely affected with a small number of site focused people.	Attention from media and/or heightened concern by local community. Criticism by NGOs. Significant difficulties in gaining approvals. Environment credentials moderately affected.	Significant adverse national media/public/NGO attention. May lose licence to operate or not gain approval. Environment/management credentials are significantly tarnished.	Serious public or media outcry (international coverage). Damaging NGO campaign. Licence to operate threatened. Reputation severely tarnished. Share price may be affected.

In most cases, the potential severity of an incident will be higher than its actual severity. Hence the categorisation of an incident as significant or not will usually be driven by its potential severity.