



Policy

Environmental

Endorsed: GPC Board - 26 May 2016

Brief description

The Policy outlines GPC's commitment to meeting its environmental obligations and striving for continual improvement in its environmental performance.

Policy: Environmental Policy
Version: 15
Updated: 6/05/2016
Document Number: 366016
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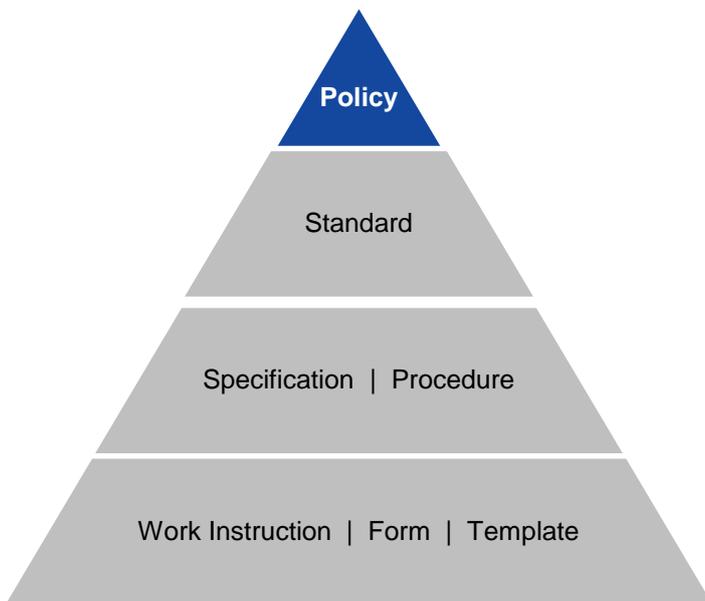
This document is a POLICY.

A POLICY is a concise statement that clearly sets out GPC’s commitment to GPC Board directives, legislative requirements, Government directives and good business practice.

A POLICY translates the vision and values reflected in GPC’s Corporation Charter, into ethical and responsible expectations as required by all employees and contractors conducting business activities for the Corporation.

A POLICY is approved by the Board.

The document hierarchy provides a visual representation of Gladstone Ports Corporation’s approved Governance Document Hierarchy Framework.



Tier 1 – Documents in this tier will explain **WHY** we are going to do what we say we are going to do.

Tier 2 – Documents in this tier will explain **WHAT** we are going to do.

Tier 3 – Documents in this tier will explain **HOW** we are going to do what we say we are going to do.

Tier 4 – Documents in this tier are the tools **WITH** which we ensure we do the things we say we are going to do.

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Table of Contents

1. Policy purpose	4
2. Policy statement.....	4
2.1 Gladstone Ports Corporation Charter.....	4
2.2 Environmental objectives	5
2.3 Policy Implementation.....	5
3. Policy scope.....	6
4. Policy monitoring and review.....	6
5. More information	6
6. Document history	7
6.1 Document information.....	7
6.2 Document accountability.....	7
6.3 Document version control	7
7. Appendices	8
Appendix 1 – Related Documents	8



1. Policy purpose

This Policy establishes GPC's intentions to:

- ensure that its activities are managed, and operated in a manner which minimises environmental harm and preserves the inherent worth of the environment for future generations, through the adoption of leading practice environmental management;
- ensure that future port development is undertaken in a sustainable manner;
- ensure continual improvement in GPC's environmental performance; and
- ensure compliance with all relevant legislative requirements.

2. Policy statement

2.1 Gladstone Ports Corporation Charter

This Policy supports the achievement of GPC's Corporation Charter through focused risk management practices. Our Corporation Charter clearly articulates the vision, mission and values of the organisation.

Vision: To be the most respected Ports Corporation in the Nation.

Mission: To responsibly manage, develop, and operate port facilities and services for the sustainable economic growth and social prosperity of our region, Queensland and Australia.

Values

- **SUSTAINABILITY:** We preserve the inherent worth of Port assets for future generations. We protect the health and safety of our people, the environment and our community. We engage with and contribute to the communities in which we operate.
- **EXCELLENCE:** We continually strive for excellence in all that we do and constructively challenge for a better way. We are open to learning and appreciate that shared knowledge and innovation are essential to our growth.
- **CUSTOMERS:** We serve our customers and the Port community with pride and passion. We respond with urgency, anticipate their needs, and exceed their expectations.
- **RESPECT:** We build relationships based on equality, dignity, honesty and trust. In all our dealings we strive to be friendly and courteous, as well as fair and compassionate.
- **EMPOWERMENT:** We support and empower people to give their best and reach their potential. We fully apply our skills and capacity, are accountable in our actions, and perform to the best of our ability.
- **TEAMWORK:** We are one company, one team. We work together to achieve our objectives.



2.2 Environmental objectives

GPC will fulfil its obligations and ensure continual improvement in its environmental performance by pursuing the following objectives:

- Effective application of an Environmental Management System (EMS) which meets or exceeds the requirements of AS/NZS ISO14001:2015.
- Preserve the *outstanding universal values* of the Great Barrier Reef World Heritage Area.
- Plan, implement and monitor GPC activities in a manner which ensures compliance with applicable environmental legislation and other obligations.
- Effectively assess and manage the environmental risks, (including cumulative impacts), associated with the activities under the control of GPC occurring on port land and in our harbours.
- Minimise the environmental impacts on any sensitive receptors arising from GPC's activities by adopting leading practice environmental management.
- Implement strategies for the sustainable and efficient use of energy and natural resources; and the responsible management of waste.
- Promote ownership of, and accountability for, environmental performance within GPC.
- Effectively engaging in meaningful consultation with stakeholders affected by port operations.

2.3 Policy Implementation

These objectives will be achieved generally through the development, implementation and maintenance of an Environmental Management System (EMS), and specifically by:

- Ensuring that the EMS is adaptable and dynamic, supporting new initiatives and growth.
- The identification and active management of environmental risks associated with activities undertaken by, or on behalf of, GPC.
- Adopting a comprehensive and consultative strategic planning process, which involves relevant stakeholders in developing specific objectives and targets based on significant environmental risks.
- Supporting and implementing relevant commitments included in the Reef 2050 Long Term Sustainability Plan.
- Ensuring processes, procedures and equipment are in place to monitor and manage significant environmental risks.
- Communication of environmental risks and adopted management responses throughout the organisation and to contractors, port users and tenants.
- Maintenance of a comprehensive inventory of compliance obligations that regulate the way GPC must conduct its business; and conducting regular evaluations of compliance to these obligations.
- Maintaining a high level of environmental awareness throughout GPC by implementing appropriate training and communications to staff and contractors.



- Developing, implementing and maintaining documented operational procedures and infrastructure to control activities, including foreseeable emergency events, that could cause environmental impacts.
- Identifying and applying appropriate corrective and preventive actions to address environmental non-conformances.
- Actively engaging with port land users and contractors to ensure that they comply with GPC environmental requirements.
- Implementing a schedule of regular internal and external audits of the EMS.
- Establishing clearly defined environmental responsibilities and providing the appropriate resources required to implement, maintain and improve the management of environmental risks.
- The Executive Management team's leadership and commitment to environmental management and continual improvement including regular management reviews of GPC's environmental performance.

3. Policy scope

This Policy applies to the GPC Board' all employees, contractors, and visitors entering GPC workplaces, and management of tenants occupying GPC owned and managed land.

4. Policy monitoring and review

Conformance to this Policy will be monitored through external and internal audit processes.

Formal review, consultation and authorisation processes are to be undertaken on a two (2) year cycle (or earlier as required) to ensure the Policy remains current and fit for purpose.

5. More information

This Policy is available to all employees, contractors, consultants and GPC tenants.

This document is uncontrolled when printed. The current version of this Policy is available on GPC's intranet and internet sites.

The Environmental Policy Commitments Poster endorsed by the CEO is displayed at selected strategic locations across GPC's facilities as a communication to internal and external parties.

If you require any further information, please contact the Facilitator, listed under Document Accountability, section 6.2.



6. Document history

6.1 Document information

Current version	15
First released	27/05/2009
Last updated	6/05/2016
Effective by	
Review frequency	Two yearly
Review before	1/05/2018
Audience	Board, CEO and Executive, all employees and contractors

6.2 Document accountability

Term	Definition	Position
Owner	Accountable for approval and authorised discretion to implement or significantly change the system	Board
Custodian	Accountable for monitoring the application of the system and advising the owner of the monitoring outcomes	Chief Executive Officer
Facilitator	Accountable for proposing system design or redesign and facilitation of conformance	Safety, Environment and Risk General Manager

6.3 Document version control

Version	Date	Author	Change description
12	14/11/2013	K.Lockwood	Review for currency and transition to the Corporate Governance Documentation.
13	12/12/2013	K Lockwood	Board adopted.
14	15/01/2016	K Lockwood	Conducted scheduled review.
15	06/05/2016	Executive Administration	Version for Board consideration / adoption.



7. Appendices

Appendix 1 – Related Documents

Legislation and regulation

Key relevant legislation and regulation, as amended from time to time, includes but is not limited to:

Type	What
Federal Acts	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
State Acts	<i>Environmental Protection Act 1994</i> <i>Environmental Protection Regulation 1998</i> <i>Sustainable Planning Act 2009</i> <i>Vegetation Management Act</i> <i>Fisheries Act</i> <i>Sustainable Ports Development Act 2015</i>
Other	ISO AS/NZS 14001:2015 Environmental Management Systems AS/NZS 31000:2009 Risk Management Standard

Guiding principles

The following guiding principles relate to this Policy:

Type	What
GOC Principles	<i>Government Owned Corporation Guidelines</i> <ul style="list-style-type: none">• Foundations of management and oversight• Recognise and manage risk
GPC Principles	<i>Gladstone Ports Corporation Values</i> <ul style="list-style-type: none">• Sustainability• Excellence• Customer• Respect• Empowerment• Teamwork

Gladstone Ports Corporation documents

The following documents relate to this Policy:

Type	What
Policy	924357 Risk Management
Standard	809151 Environmental Standard 995910 Contractors and Port Users Safety, Environment and Security Standard
Strategies	801782 Environment and Sustainability Strategy 382021 GPC 50 Year Strategic Plan 2008-2058 600945 GPC 5 Year Corporate Plan
Procedure	146256 Environmental Management System Plan