Safety Health and Environment Policy

1 Objective

Gladstone Ports Corporation (GPC) aims to ensure, so far as is reasonably practicable, that the health and safety of people and the environment is not put at risk from GPC business activities or undertakings. This Policy sets out GPC's Safety, Health and Environmental (SHE) commitments and provides a framework for setting objectives in alignment with associated management systems requirements.

2 Scope

This Policy applies to all GPC Directors, employees and other people entering, or working on GPC owned and operated sites, or undertaking activities on behalf of GPC.

This Policy applies to all GPC controlled activities.

3 Commitments

GPC commits to:

- Demonstrate visible felt leadership that engages our people and manages safety, health and environmental performance with clear accountabilities systematically moving towards zero serious harm;

- Provide and maintain a safe and healthy workplace and environment (both physically and psychologically) for the prevention of work-related injury and ill health for all of our people, as well as other workers, visitors and members of the public.

- Foster a psychologically safe and respectful culture where people are empowered to intervene to prevent harm.

- Comply with all relevant Health, Safety and Environmental legislation and regulations, and implement assurance activities to confirm ongoing compliance and enable continuous improvement of the safety health and environment management systems to reflect best practice.

- Continually seek to understand and learn from events to improve our performance and practices.

- Operate and communicate in a compliant and transparent manner, respecting / acknowledging all stakeholders needs and expectations and meeting respective reporting requirements.

- Engage and partner with our stakeholders to enhance knowledge and strategically reduce impacts.

- Promote active participation in our system processes and ensure effective communication and consultation with our people and stakeholders.

- Provide our people with the awareness, capability, knowledge and resources and support in relation to safety, health and environmental matters to thrive at work and home.

- Develop, implement and ensure the availability of fit for purpose and controlled documentation to manage activities, including emergency preparedness.

- Implement strategies to improve resource management such as energy, natural resources and the responsible management of waste, with the aim to prevent pollution and reduce emissions and waste.

- Set, monitor and communicate performance objectives and targets with the aim to continually monitor the health of the management systems.

- Ensure appropriate management of change processes are followed, with health, safety, and environment integrated into decision making.

- Maintain the effective application of GPC's management systems providing leading practice risk management and governance frameworks to ensure hazards and risks are eliminated or minimised, so far as is reasonably practicable.

- Support injured or ill employees return to work through appropriate injury/illness management programs.

- Maintain systems and support suppliers and contractors to ensure the same standard of compliance / safety health and environmental expectations are achieved.

- Efficiently fulfil our responsibility to ensure operations and development is undertaken in a manner that facilitates a commitment to the protection of the environment and the achievement of ecological sustainability both now and for future generations.

4   Roles and Responsibilities

To ensure that GPC complies with its safety, health and environmental duties and obligations;

The Board is responsible for:

- Setting GPC's strategic direction, tone and culture;

- Reviewing and approving the Governance Framework, including this Policy and other Governance processes as appropriate;

- Understanding GPC's risk profile, setting the Board Risk Appetite and ensuring GPC has appropriate structure, resources and systems to reduce risks to so far as is reasonably practicable;

- Monitoring and reporting on the performance of GPC to ensure duties are being met; and

- Exercising due diligence and care to meet legislative and ethical requirements.

The Chief Executive Officer and Executive Leadership Team is responsible for:

- Promoting leadership, values and culture;

- Ensuring this Policy and GPC's management systems are used in business planning to set and review objectives and targets aimed to execute the strategic direction;

- Implementing this Policy through adequate resources;

- Promote and ensure compliance with this Policy, regulatory obligations, our Code of Conduct and GPC's management systems and frameworks;

- Ensuring GPC systematically reduces risks to so far as is reasonably practicable through robust management systems;

- Monitor controls implementation and effectiveness through verification and reporting processes, including ensuring processes to receive and respond promptly to hazards, risks and incidents ; and

- Performance reviews, overseeing corrective actions and reporting to the Board, including any material non-conformances with this Policy.

All employees and other workers are responsible for:

- Understanding and working in accordance with this Policy and complying with all relevant legislative, Code of Conduct and management system requirements;

- Taking reasonable care and ensuring their acts or omissions do not adversely affect themselves, GPC and others;

- Supporting and promoting positive and above the line behaviours and actions; and

- Reporting near misses, incidents and hazards to support GPC as a learning organisation.

5   Implementation

GPC operates under certified management systems which provide the frameworks to implement the safety, health and environmental commitments. These are supported by Policies, Standards, and Strategies along with associated procedures, processes and training.

Conformance to this Policy will be monitored through committees, external/internal audits and review processes.

The Policy will be communicated through relevant GPC Inductions, and made available on the internal and external websites.

A Policy Commitments Statement will also be displayed at all workplaces to further support communication and awareness, and these will be reviewed regularly in line with this Policy.

6   Governance

GPC is a Government Owned Corporation and is required to comply with its own, the State Governments Corporate Governance obligations and all applicable legislation.

This Policy forms part of the implementation of and compliance with these requirements.

Under GPC's Corporate Governance Framework, all Policies are owned by the Board.

7   Document control

Formal review, consultation and authorisation processes are to be led by the Executive General Manager Safety and Environment, Social and Governance to ensure the Policy remains current and fit for purpose at a minimum every 2 years. Reviews can be carried out at any time if it becomes evident that the document requires amendment due to changes in associated legislation and/or business processes.

Version No.	Revision date	Revision description	Responsible ELT	Endorsed by	Approved by
1.0	28/02/2026	Create new Policy combining Safety Health and Environment	EGMSESG	CEO AND ELT 27/02/2024	BOARD 29/02/2024

If you require any further information, please contact the Responsible ELT.

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The current version of this Policy is available on GPC's Intranet.

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