



Environment Policy

Brief description

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

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Audience	Officers, Employees, Contractors, Consultants, Labour Hire Workers, visitors

Document accountability	
Role	Position
Owner	Board
Custodian	Chief Executive Officer

Endorsed by Board on 27/05/2022

If you require any further information, please contact the Custodian.

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

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1 Terms and definitions

Terms that are capitalised and not otherwise defined in this Policy are defined in the GPC Corporate Glossary Instruction (as listed in Appendix 1 – Related documents).

2 Introduction

2.1 Purpose

The purpose of this Policy is to ensure GPC's activities are managed and operated in a manner which avoids and minimises any environmental harm and preserves the inherent worth of the environment for future generations, through the adoption of leading practice environmental management.

2.2 Scope

This Policy applies to all Officers, Employees, Contractors, Consultants, Labour Hire Workers and visitors entering GPC workplaces and management of tenants occupying GPC owned and managed land.

2.3 Objectives

This Policy is designed to:

- (a) set out GPC's commitment to all interested parties;
- (b) provide a framework for setting environmental objectives; and
- (c) ensure compliance with all relevant legislative and ISO14001:2015 requirements.

3 Commitments

To meet our mission to "Responsibly manage, develop and facilitate the prosperity of others through operating our Port facilities and services in an economically, environmentally and socially sustainable manner" and align with our values of Growth, Prosperity and Community.

GPC holds a low risk tolerance for risk of impact to the environment, reputation and compliance. To operate within this risk tolerance, GPC commits to:

- comply with its legal obligations, including general environmental duty;
- continually seek to understand our natural environment and improve our environmental performance to maintain the balance between our development, operational activities and surrounding environments, recognising that our facilities and services are located in environments of high conservation, social, cultural and economic value;
- monitor and enhance our environment, acknowledging that we are located adjacent to Marine Parks, operated within the Great Barrier Reef World Heritage Area, and that the Port of Gladstone is a Priority Port;
- efficiently fulfil our responsibility to ensure development within the port is undertaken in a manner that facilitates the achievement of ecological sustainability both now and for future generations;
- operate and communicate in a compliant and transparent manner, respecting all stakeholders needs and expectations;

- engage and partner with our stakeholders to enhance knowledge and strategically reduce impacts, including emergency preparedness;
- educate and train our GPC Representatives in relation to environmental issues and the environmental effects of GPC's activities;
- maintain a culture where people are empowered to intervene to prevent environmental harm;
- 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 environmental performance objectives and targets with the aim to continually lower our Significant Environmental Aspects and ensure the necessary awareness, training, knowledge, resources and support is available to meet environmental objectives and targets;
- ensure appropriate management of change processes are followed;
- maintain the effective application of an ISO14001:2015 certified Environmental Management System ("**EMS**") providing a leading practice environmental risk management and governance framework; and
- expect a similar standard of environmental compliance from our suppliers and contractors.

This commitment aligns to GPC's guiding principles of "We sustain our environments" and "We support and enhance our community".

4 Achieving objectives and commitment

The Environment Policy objectives and commitment will be achieved through GPC's EMS.

The EMS framework ensures:

- The scope of the EMS is adaptable, dynamic and supports new initiatives and growth.
- GPC has the necessary and fit for purpose environmental approvals to facilitate operations and future development.
- Maintenance of a comprehensive inventory of compliance obligations and regular evaluations of compliance.
- The identification and active management of environmental risks associated with activities undertaken by, or on behalf of, GPC.
- Comprehensive and consultative strategic planning process based on enhancing governance and social licence to operate, while maintaining compliance and reducing risks.
- Ensuring processes, procedures and equipment are in place to monitor and manage significant environmental risks.
- Clearly defined environmental responsibilities and the resources required to implement, maintain and improve the management of environmental risks.

- Development and implementation of communication and engagement strategies to communicate risks and obligations, and raise environmental awareness to internal and external stakeholders.
- Documented operational procedures, training, systems and infrastructure are implemented to control activities, including foreseeable emergency events that could cause environmental impacts.
- Identification and application of appropriate corrective and preventative actions to address environmental non-conformances.
- The EMS is monitored through a robust compliance assurance program consisting of scheduled internal and external audits, inspections and interactions.
- The Executive Management Team's leadership and commitment to environmental management and continual improvement including regular management reviews of GPC's environmental performance.

5 Implementation framework

To support these policy commitments, GPC has a number of strategies, governance arrangements, personnel, policies and procedures in place. These include:

- the EMS providing the framework that implements these objectives and commitments;
- GPC's Strategic Environment Plan that articulates how GPC will achieve its environmental commitments;
- GPC's Environment Plan on a Page that outlines specific actions, timeframes and responsibilities for implementing the Strategic Environment Plan and reporting on achievements;
- Standards, strategies and plans to further support GPC's environmental objectives and commitments; and
- Communication and awareness of the Environment Policy Commitments.

6 Monitoring and review

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

Actual or suspected breaches of this Policy should be reported to GPC's Environment Superintendent and Chief Executive Officer. Material breaches will be reported by GPC's CEO to the Board.

7 Appendices

7.1 Appendix 1 – Related documents

(a) Gladstone Ports Corporation documents

The following documents relate to this Policy:

Type	Document number and title
Tier 1: Policy	#1412364 Enterprise Risk and Resilience Policy

Type	Document number and title
	#1473669 Sustainability Policy
Tier 2: Standard/Strategy	#829152 Enterprise Risk Management Standard #809151 Environmental Management Framework Standard #995910 Contractors and Port Users Safety, Environment and Security Standard
Tier 3: Specification/ Procedure/Plan	#801782 Strategic Environment Plan #146256 Environmental Management System Plan
Tier 4: Instruction/Form/ Template/Checklist	#1621179 GPC Corporate Glossary
Other	#1619052 Environment Policy Commitments Poster

7.2 Appendix 2 – Revision history

Revision date	Revision description	Author	Endorsed by	Approved by
09/05/2022	Scheduled review amendments including updated formatting into new template. v18 approved by Board on 27/05/2022 and published	Environment Superintendent	EMT	Board