

Southern Ports is committed to providing human resource practices that are fair, equitable and provide a balance between the needs of staff and Southern Ports.

This Policy is relevant to the life cycle events for all employees engaged by Southern Ports in Albany, Bunbury, Esperance and Perth for the purpose of delivering Southern Ports objectives.

COMMITMENT STATEMENT

Southern Ports is committed to:

- Attract and retain qualified, skilled and experienced individuals in line with business requirements and cultural fit to meet the objectives and goals of Southern Ports.
- Create a motivating, engaging, fair and transparent culture.
- Address individual concerns and grievances safely and confidentially.
- Implement fair and contemporary employment conditions in line with relevant legislation, regulation and Government policy objectives.
- Offer employment opportunities which promote inclusivity, equity and diversity.
- Implement performance management, personal development and professional training in line with business requirements.
- Identify and manage human resources risks.
- Make this Policy accessible to all employees and interested third parties and update it to reflect changes impacting on the safety in our workplaces.
- Ensure this Policy is displayed, communicated, implemented and maintained, and
- Engage with employees, government, and other stakeholders on human resource matters and research potential innovations and efficiencies to actively reduce risk.

RATIONALE & EXPECTATIONS

The Chief Executive Officer and delegated employees of each Southern Ports site are responsible for ensuring compliance with this Policy.

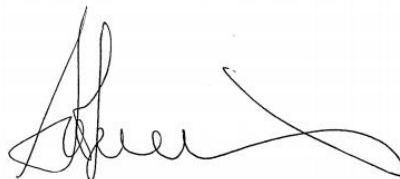
REVIEW AND UPDATE

This Policy should be reviewed no less than every two years or when a change is identified through strategic intent or legislation.

Approved by the Board on 15 February 2021



Chair



Chief Executive Officer