

Southern Ports collaborate and consult with its staff to develop and implement safe systems of work that provide a physical and mentally healthy and safe work environment to ensure that all people involved in port activities return home safe and uninjured each day.

This Policy is relevant all Southern Ports controlled activities within the land and marine operational areas at the Ports of Albany, Bunbury, Esperance and the West Perth office.

### COMMITMENT STATEMENT

Southern Ports is committed to:

- prioritising a physical and mentally healthy and safe workplace.
- ensuring sustainable development of its port jurisdictions and areas of influence through the consideration of physical and mental health and safety matters in all aspects of the decision-making process.
- ensuring employees understand their accountability and responsibility for their own personal safety and the safety of others.
- empowering staff and supporting the decision to stop work if there is a risk, real or perceived, to the physical or mental health and safety of individuals undertaking activities.
- promoting and upholding a positive culture that encourages everyone to report all hazards and incidents with honesty and integrity.
- identifying and managing all health and safety hazards and risks to prevent work-related injury and illness.
- being guided by ISO 45001 Occupational Health and Safety Management Systems and complying with all applicable health and safety legislation.
- providing resources, training and support to meet health and safety objectives at Southern Ports.
- jointly setting and reviewing meaningful health and safety targets with our staff as part of the continual improvement of a healthy and safety work environment.
- ensuring this Policy is displayed, communicated, implemented and periodically updated to reflect changes that may impact upon health and safety in our workplace.
- engaging with employees, and stakeholders on health and safety matters and to research potential innovations and risk mitigations to actively reduce risk.

### RESPONSIBILITIES & EXPECTATIONS

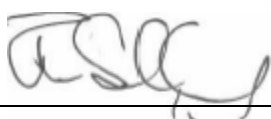
The Chief Executive Officer, management and delegated staff members of each Southern Ports sites are responsible for ensuring compliance with this Policy.

- Employees are responsible for ensuring the relevant risk assessments and processes are completed prior to undertaking activities assigned to the employee.
- Employees are responsible to exercise their authority to stop work where there is a real or perceived risk to their health and safety and the health and safety of others.
- Management are to support and ensure appropriate and thorough investigation of an employee's exercise of the stop work authority.

### REVIEW AND UPDATE

This Policy shall be reviewed at least every two years or when a material change is identified through strategic intent or legislation.

Approved by the Board at the Board meeting held on 23 July 2020.



Chair



Chief Executive Officer