

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

This Policy is relevant to the employment life cycle for all employees engaged by Southern Ports for the purpose of delivering Southern Ports objectives, goals and values.

## **POLICY STATEMENT**

Southern Ports is committed to:

- Providing equal employment opportunities for all employees and applicants for employment.
- Attracting and retaining qualified, skilled, and experienced individuals with the values and behavioural fit for the organisation.
- Integrating new employees into Southern Ports through an informative and supportive onboarding experience.
- Conducting regular workforce planning to ensure we have the right people with the right skills to meet our future business needs.
- Maintaining a safe, respectful, and inclusive work environment for all people engaged by Southern Ports.
- Encouraging employees to prioritise their physical and mental health, providing resources, support, and benefits to assist in maintaining a healthy lifestyle, and facilitating where possible the opportunity for flexible working arrangements.
- Open and transparent communication and engagement with our people through relevant communication channels, providing constructive feedback and encouraging employees to express their ideas, concerns and opinions in a safe and respectful environment.
- Being an active member of our communities and making a positive impact on the regions that we operate in through encouraging employees to engage in community activities and support initiatives that contribute to social and sustainable practices.
- Providing a supportive environment that promotes the professional growth, continuous learning and development of all employees.
- Prioritising organisation design, including resourcing, job design, and role clarity, to enhance efficiency and promote job satisfaction.
- Identifying, assessing, mitigating, and verifying people risk.
- Upholding all applicable: laws, regulations, Government and SPA policies, and SPA Code of Conduct and Ethical Standards in all aspects of our operations.

## **RATIONALE AND EXPECTATIONS**

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

Ensure this Policy is displayed, communicated, implemented, and maintained for employees and interested third parties.

## **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 **19 February 2026**