

By engaging with staff, contractors, port users, the community, government, and other stakeholders, Management makes a commitment that Southern Ports is to identify and manage safety risks, to minimise the impacts from Port operations on workers and the community, and to develop and implement safe systems of work.

## **POLICY STATEMENT**

Southern Ports is committed to:

- Prioritising health and safety in our workplace, to build and maintain an environment that protects from workplace related physical and psychological injury.
- Ensuring sustainable development of its port jurisdictions and areas of influence through the consideration of safety and health matters in all aspects of the decision-making process.
- Ensuring workers understand their accountability and responsibility for their own personal safety and the safety of others.
- Empowering workers and supporting the decision to stop work if there is a risk, real or perceived, to the health and safety of workers undertaking activities or others impacted by that work.
- Promoting and upholding a positive safety culture that encourages everyone to report hazards and incidents with honesty and integrity, to treat their fellow workers with respect and courtesy and to act with appropriate workplace behaviour.
- Complying with all applicable health and safety legislation whilst being guided by ISO 45001 Occupational Health and Safety Management Systems.
- Ensuring provision of appropriate resources, training, supervision and support to workers to meet safety and health objectives at Southern Ports.
- Jointly setting and reviewing meaningful health and safety targets with its workers as part of the continual improvement of a healthy and safe working environment.
- Engaging with workers and stakeholders on safety and health matters, to research innovations and risk mitigations to actively reduce risk.

## **RATIONALE AND EXPECTATIONS**

- The Chief Executive Officer, Management and delegated staff members of each of the Southern Ports sites are responsible for ensuring compliance with this Policy.
- Officers are responsible for actively undertaking due diligence to ensure Southern Ports and the operation of its business meets its duties to protect workers and other persons against harm to health and safety.
- Workers are responsible for ensuring the relevant risk assessments and processes are completed prior to undertaking activities assigned to the worker and following all reasonable WHS instructions, procedures, and processes.
- Workers are responsible for exercising 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 is 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 on 12 April 2025.