

People and Culture Policy

Pilbara Ports' workplaces are inclusive, positive, and productive, where people are valued, respected and belong. Board Members, employees, trainees, cadets and contractors (including labour hire) are required to align their activities and behaviours with the Policy.

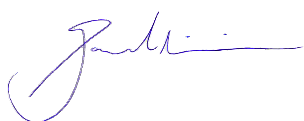
We live our values of Safety, Excellence, Teamwork, Integrity and Care .	We act in line with our Code of Ethics and Conduct .	We enhance programs that support a positive and inclusive culture.
Our leaders act in line with our Leadership Capability Framework .	We make decisions on employment, remuneration and advancement to further equality .	We embrace diversity by creating a physically and psychologically safe environment so we can participate, contribute, develop, and work together.

We achieve this, by having practices and standards that meet, or exceed, legislative and regulatory requirements:

Selection processes assess quality, future-fitness and diversity .	Human resource management practices are executed with care and without bias .	Everyone is treated fairly and consistently and are not subjected to behaviours such as, bullying or harassment including sexual harassment.
We ensure equal opportunities for everyone, without any form of unlawful discrimination.	Our workplaces are safe and healthy , meeting the Work Health and Safety Act 2020 and other related legislation.	Remuneration and conditions are fair and equitable and align with the State Government Wages Policy.

Implementing this policy is the responsibility of the Executive General Manager Safety, People and Environment and occurs through Pilbara Ports human resources as well as health and safety frameworks and procedures. All leaders are accountable for ensuring procedures and practices align with this Policy.

This policy was approved on 31 July 2024.



Samuel McSkimming
Chief Executive Officer
31 July 2024



Karl Mucjanko
Chair
31 July 2024