PILBARA PORTS

Work Health and Safety Policy

Pilbara Ports is committed to a safe and healthy work environment for everyone.

Our safety mission statement, **Anchored in Safety,** reflects the value of safety being central in all aspects of our business.

To achieve this, Pilbara Ports:

- Identifies and holds ***safety*** as a value.
- Upholds a positive safety culture reflective of our ***Safety Culture Framework***.
- Empowers workers and other persons to address and report all incidents and hazards promptly with transparency and ***integrity***.
- Supports workers to understand their responsibilities for work health and safety and promotes ***teamwork*** across the organisation.
- Provides ***care*** to workers through an effective injury management and return to work process.
- Provides a work environment where physical and psychological hazards are eliminated or effectively controlled.
- Recognises the interplay between physical and psychological wellbeing and integrates its approach to achieve positive outcomes.
- Consults with workers and encourages participation in the development and continuous improvement of the work health and safety management system.
- Actively identifies hazards and applies the hierarchy of controls and demonstrates ***excellence*** when managing risk.
- Demonstrates commitment to safety through compliance with all relevant legislation, standards, codes of practice, and ISO 45001 Occupational Health and Safety Management Systems.
- Undertakes pre-employment medical assessments for employees as part of the recruitment process.
- Requires all workers to be fit for duty and present for drug and alcohol testing when requested.
- Builds worker capacity and capability by providing information, instruction, training and supervision.
- Strives for ***excellence*** by regularly engaging with workers, stakeholders and the community to continuously improve our safety culture and performance.

This Policy applies to the Pilbara Ports Board and all Pilbara Ports employees and other persons engaged by, and subject to, the direction of Pilbara Ports.

The Chief Executive Officer has overall responsibility for the implementation of this Policy.

This policy was approved on 19 September 2024.

Samuel McSkimming
Chief Executive Officer
19 September 2024

Karlie Mucjanko
Chair
19 September 2024