

## Compliance Policy

We conduct our business **safely** with **integrity** and **care** by committing to meeting our compliance obligations under applicable laws, regulations, industry standards and our internal policies and procedures, promoting a culture of compliance and upholding good enterprise risk management and compliance practices.

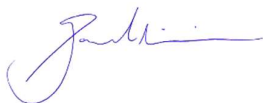
Collectively, through **teamwork** and **excellence**, we strive for sustainable compliance that is embedded in our culture and in the behaviour and attitude of our people, that considers the needs and expectations of our stakeholders and supports achievement of our objectives and strategy.

Pilbara Ports' culture of compliance is sustained by:

- demonstrable ethical leadership and decision making consistent with Pilbara Ports' Code of Ethics and Conduct, Corporate Governance Policy, and corporate values;
- encouraging behaviour that creates and supports compliance;
- developing, maintaining and continually improving Pilbara Ports' compliance management system that aligns to Australian Standard on Compliance Management Systems (AS ISO 37301:2023);
- continuously monitoring changes to applicable laws, regulations and industry standards;
- encouraging the raising of concerns and prohibit any form of retaliation;
- proactive identification and prompt correction of non-compliances;
- analysis, reporting and communication of compliance performance; and
- ongoing training to promote awareness of Pilbara Ports' compliance risks.

This policy applies to Pilbara Ports' Board and all Pilbara Ports employees and people engaged by, and subject to, the direction of Pilbara Ports. Collectively, we strive to always adhere to high ethical standards and to carry out our functions lawfully and with **integrity**.

**This policy was approved on 5 December 2024.**



**Samuel McSkimming**

Chief Executive Officer

10 December 2024



**Karlie Mucjanko**

Chair

10 December 2024