

Employee Reward and Recognition Policy

Pilbara Ports is committed to fostering a high-performance culture by recognising and rewarding the contributions, service, and values-driven behaviours of its people. This policy provides the guiding principles for acknowledging employee achievements through structured programs that support engagement, retention, and alignment with organisational values. Recognition is delivered through quarterly awards, milestone celebrations, end-of-year appreciation, and respectful farewells, ensuring all employees feel valued throughout their career journey.

This Policy applies to all employees of Pilbara Ports. It is based on the principles outlined below.

<p>Recognition is values-driven</p> <p>Safety, Teamwork, Excellence, Integrity, Care</p>	<p>Recognition is timely, sincere, and tailored to individual preferences</p>	<p>All employees have equal access to recognition opportunities</p>
<p>Recognition may be formal or informal, individual or team-based</p>	<p>Recognition is delivered as close as possible to the achievement or milestone to maximise its impact and authenticity</p>	<p>Leaders at all levels are expected to actively participate in and champion recognition efforts, reinforcing a culture of appreciation</p>

Roles and responsibilities

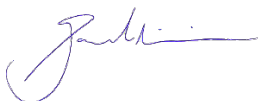
- **Chief Executive Officer:** Accountable for policy and oversight.
- **Corporate Affairs:** Responsible for coordination and delivery of recognition programs.
- **People & Capability:** Identifies service milestones and supports recognition logistics.
- **Line Managers:** Facilitate resignation recognition and support other recognition activities.

Pilbara Ports recognition processes are clear and consistent and are contained in the following supporting procedures that are updated every two years:

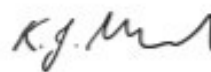
- Employee Recognition at Resignation Procedure
- Service Recognition Procedure
- Employee Reward and Recognition Procedure

These procedures are managed with appropriate oversight to ensure fairness and integrity.

This policy was approved on 5 November 2025.



Samuel McSkimming
Chief Executive Officer
17 November 2025



Karlie Mucjanko
Chair
17 November 2025