

Environment and Heritage Policy

Pilbara Ports is committed to *minimising* the environment and heritage impacts resulting from the delivery of our port planning, operations, and marine services, and strives to *protect* or *enhance* these values, for the benefit of all.

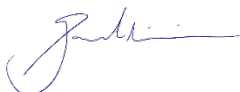
The below six principles form the basis of this Policy:

<p>Uphold Care: Embed genuine care for our environment and unique cultural heritage values in all our decision-making processes.</p>	<p>Compliance and Excellence: Manage our risks and opportunities effectively, delivering port services and activities that meet or exceed our compliance and stewardship obligations.</p>
<p>Continuous Improvement: Set clear objectives, targets and indicators to monitor and measure performance, and drive continuous improvement.</p>	<p>Integrated Decision-Making: Implement robust Environmental and Cultural Heritage Management Plans and integrate them into the delivery of our services and activities.</p>
<p>Worker Empowerment and Responsibility: Support our workers with training and resources to understand their responsibilities and empower them to report incidents and hazards with transparency and integrity.</p>	<p>Transparency and Collaboration: Maintain open and transparent communication with our stakeholders about our performance and foster a culture of collaboration and teamwork.</p>

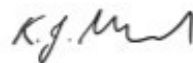
This Policy applies to the Pilbara Ports Board and all Pilbara Ports employees and other persons engaged by, and subject to, the direction of Pilbara Ports.

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

This policy was approved on 25 September 2025.



Samuel McSkimming
Chief Executive Officer
8 October 2025



Karlle Mucjanko
Chair
8 October 2025