

About this Policy

The Port of Brisbane is Queensland's largest multi-cargo port, providing a critical infrastructure asset for the State's long-term viability, economic development and performance. The very nature of what we do means that our working environments expose our employees and contractors to risk.

Port of Brisbane Pty Ltd (PBPL) is committed to driving a safety first culture, to ensure that the health, safety and wellbeing of our people and members of the Port community always comes first.

Health, safety and wellbeing is fundamental to a successful workplace, and at PBPL, we continually review and make improvements to our Health, Safety and Wellbeing Management System to ensure a healthy and safe work environment for all employees, contractors/suppliers, key stakeholders, people who have the potential to be affected by our operations and visitors to our sites.

PBPL's key commitments under this Policy are:

- foster personal responsibility for people's own health safety and wellbeing, and that of others;
- require timely reporting and effective management of both physical and psychosocial workplace hazards, near misses and workplace injuries;
- risk management principles are embedded in all planning and decision-making activities and areas of influence, supported by employee training programs;
- actively strive for continuous improvement by investigating to find the root cause of incidents, implement improvement actions and share learnings across the business;
- enable a culture where our people feel empowered to speak out immediately against unsafe behaviours or conditions and stop working until safe to do so if they have any health or safety concern;
- develop, implement and communicate Health Safety and Wellbeing targets that have the right balance of lead (positive) and lag indicators;
- actively identify risks and opportunities and apply the hierarchy of control when managing hazards including injury or illness to any person, damage to assets or the environment;
- provide mental health awareness training and have trained and accredited Mental Health First Aiders in our workforce, applying equal focus and support for mental health as we do for physical health and risks;
- actively engage with employees, contractors, port users, the community, government and key stakeholders on health and safety matters, potential innovations and efficiencies to actively reduce risk;
- provide our people with an effective injury management process to optimise their recovery and return to work;
- engage an Employee Assistance Program to provide support and professional guidance to our people, and their immediate families, experiencing difficult times;
- provide direction and guidance to employees to incorporate health and safety practices in their day to day activities through the Business Management System framework (BMS);
- manage risk to our contractors implementing key principles outlined in our *Procurement* and *Risk Management* processes;
- employees and visitors must not be affected above the prescribed levels of any:
 - illicit drugs and/or alcohol whilst they are on any PBPL site, operating any PBPL equipment, or while performing any duties on behalf of PBPL, or

- prescribed and/or over the counter medications to a level where it could risk injury to any person, including the user;
- demonstrate compliance with all relevant legislation, standards, codes of practice and guidelines, and alignment to ISO 45001 Occupational Health and Safety Management Systems.

PBPL's Health Safety and Wellbeing Management System is defined within PBPL's policies, standards, procedures and other supporting documents, and systematically manages the required processes to identify and minimise the risk of injury and illness from workplace activities, whilst providing the framework to maximise opportunities for continuous improvement and administer corrective/ preventative measures and controls.

Roles and Responsibilities

Health, safety and wellbeing is a shared responsibility, and we each make a personal commitment to it. By taking care of each other, PBPL becomes a better business for all.

All PBPL people, suppliers and contractors have a responsibility to effectively implement, observe and fulfil the requirements of our Health, Safety and Wellbeing Management System.

Individual roles and responsibilities are highlighted in the PBPL *Code of Conduct* and employees' position descriptions.

Assessment, review and continuous improvement

Workplace health, safety and wellbeing will remain our number one value and first priority in everything we do, and we will ensure that all PBPL people, the Board, and key stakeholders are actively engaged to pursue continuous improvement in the Health, Safety and Wellbeing Management System through:

- identifying and managing health, safety and wellbeing risks and opportunities
- monitoring, measuring, reporting and reviewing performance, using best practice reporting systems with increased emphasis on lead indicators to facilitate preventative and corrective action plans, and
- accessing (and following) competent advice.

Policy Review

As a Board approved document, this Policy is to be reviewed by management and the Board annually.