



Policy

Environment

Endorsed: 28 June 2018

Brief description

The Policy outlines GPC's commitment to meeting its environmental obligations and striving for continual improvement in its environmental performance.

Document information

Current version	15
First released	27 May 2009
Last updated	15 May 2018
Effective by	26 May 2016
Review frequency	2 years
Review before	26 May 2018
Audience	Board, CEO and Executive, all employees and contractors

Document accountability

Role	Position
Owner	Board
Custodian	Chief Executive Officer

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1 Introduction

1.1 Policy purpose

This Policy establishes GPC's intentions to:

- ensure that its activities are managed, and operated in a manner which minimises environmental harm and preserves the inherent worth of the environment for future generations, through the adoption of leading practice environmental management;
- ensure that future port development is undertaken in a sustainable manner;
- ensure continual improvement in GPC's environmental performance; and
- ensure compliance with all relevant obligations.

1.2 Policy scope

This Policy applies to the GPC Board, all employees, contractors, and visitors entering GPC workplaces, and management of tenants occupying GPC owned and managed land.

1.3 Policy objectives

This Policy has been developed to:

- set out GPC's commitment to GPC Board, Government and legislative directives;
- provide a framework for setting environmental objectives; and
- meet the requirements of ISO14001:2015.

2 Policy statement

2.1 Gladstone Ports Corporation Charter

This Policy supports the achievement of GPC's Corporation Charter through focused risk management practices. Our Corporation Charter clearly articulates the vision, mission and values of the organisation.

Vision: To be the most respected Ports Corporation in the Nation.

Mission: To responsibly manage, develop, and operate port facilities and services for the sustainable economic growth and social prosperity of our region, Queensland and Australia.

Values

- **SUSTAINABILITY:** We preserve the inherent worth of Port assets for future generations. We protect the health and safety of our people, the environment and our community. We engage with and contribute to the communities in which we operate.
- **EXCELLENCE:** We continually strive for excellence in all that we do and constructively challenge for a better way. We are open to learning and appreciate that shared knowledge and innovation are essential to our growth.
- **CUSTOMERS:** We serve our customers and the Port community with pride and passion. We respond with urgency, anticipate their needs, and exceed their expectations.



- **RESPECT:** We build relationships based on equality, dignity, honesty and trust. In all our dealings we strive to be friendly and courteous, as well as fair and compassionate.
- **EMPOWERMENT:** We support and empower people to give their best and reach their potential. We fully apply our skills and capacity, are accountable in our actions, and perform to the best of our ability.
- **TEAMWORK:** We are one company, one team. We work together to achieve our objectives.

2.2 Environmental objectives

GPC will fulfil its obligations and ensure continual improvement in its environmental performance by pursuing the following objectives:

- Effective application of an ISO 14001:2015 Certified Environmental Management System (EMS) providing a leading practice environmental risk management framework.
- Preserve the inherent worth of the environment for future generations and ensure future port development is undertaken in a sustainable manner.
- Plan, implement and monitor GPC activities in a manner which ensures compliance with environmental obligations such as approvals and legislation.
- Effectively assess and manage the environmental risks, associated with the activities under the control of GPC occurring on port land and in our harbours.
- Implement strategies to improve resource management such as energy, natural resources and the responsible management of waste, with the aim to prevent pollution.
- Effective promotion of GPC's environmental programs and knowledge to inform and educate stakeholders.
- Engaging and collaborating with stakeholders influencing or being affected by port operations.

2.3 Policy implementation

These objectives will be achieved generally through the development, implementation and maintenance of an EMS, and specifically by:

- Ensuring that the EMS is adaptable and dynamic, supporting new initiatives and growth.
- Ensuring GPC has the necessary and fit for purpose environmental approvals to facilitate operations and future development.
- Maintenance of a comprehensive inventory of compliance obligations that regulate the way GPC must conduct its business; and undertaking regular evaluations of compliance to these obligations.
- The identification and active management of environmental risks associated with activities undertaken by, or on behalf of, GPC.
- Adopting a comprehensive and consultative strategic planning process, which involves relevant stakeholders in developing specific objectives and targets based on significant environmental risks.



- Ensuring processes, procedures and equipment are in place to monitor and manage significant environmental risks.
- Establishing clearly defined environmental responsibilities and providing the appropriate resources required to implement, maintain and improve the management of environmental risks.
- Development and implementation of communication and engagement strategies to ensure:
 - Communication of environmental risks and adopted management responses throughout the organisation and to contractors, port users and tenants.
 - Engagement with port land users and contractors to ensure that they comply with GPC environmental requirements.
 - Maintenance of a high level of environmental awareness throughout GPC by implementing appropriate training and communications to staff and contractors.
 - External stakeholders are effectively consulted and informed.
- Developing, implementing and maintaining documented operational procedures and infrastructure to control activities, including foreseeable emergency events, that could cause environmental impacts.
- Identifying and applying appropriate corrective and preventive actions to address environmental non-conformances.
- Implementing a schedule of regular internal and external audits of the EMS.
- The General Management Team's leadership and commitment to environmental management and continual improvement including regular management reviews of GPC's environmental performance.

3 Policy monitoring and review

Conformance to this Policy will be monitored through external and internal audit processes.

Formal review, consultation and authorisation processes are to be undertaken on a two (2) year cycle (or earlier as required) to ensure the Policy remains current and fit for purpose.

4 More information

This Policy is available to all employees, contractors, consultants and GPC tenants.

This document is uncontrolled when printed. The current version of this Policy is available on GPC's intranet and internet sites.

The Environmental Policy Commitments Poster endorsed by the CEO is displayed at selected strategic locations across GPC's facilities as a communication to internal and external parties.

If you require any further information, please contact the Custodian, listed under Document Accountability on the cover page.



5 Appendices

5.1 Appendix 1 – Related documents

5.1.1 Legislation and regulation

Key relevant legislation and regulation, as amended from time to time, includes but is not limited to:

Type	What
Federal Acts	<i>Environment Protection and Biodiversity Conservation Act 1999</i> <i>Environment Protection and Biodiversity Conservation Regulations 2000</i> <i>Environment Protection (Sea Dumping) Act 1981</i> <i>National Environment Protection (Assessment of Site Contamination) Measure 1999</i>
State Acts	<i>GRC Pest Management Plan 2016-2019</i> <i>Coastal Protection and Management Act 1995</i> <i>Coastal Protection and Management Regulation 2003</i> <i>Coastal Protection and Management (Coastal Management Districts) Regulation 2003</i> <i>Environmental Offsets Act 2014 No. 33 (Qld)</i> <i>Environmental Offsets Regulation 2014 No. 145 (Qld)</i> <i>Environmental Protection Act 1994</i> <i>Environmental Protection Regulation 2008</i> <i>Fisheries Act 1994</i> <i>Fisheries Regulation 2008</i> <i>Marine Parks Act 2004</i> <i>Nature Conservation Act 1992</i> <i>Nature Conservation (Wildlife Management) Regulation 2006</i> <i>Nature Conservation (Wildlife) Regulation 2006</i> <i>Nature Conservation (Administration) Regulation 2006</i> <i>Planning Act 2016</i> <i>Planning Regulation 2017</i> <i>Sustainable Ports Development Act 2015</i> <i>Transport Infrastructure Act 1994</i> <i>Transport Operations (Marine Pollution) Act 1995</i> <i>Vegetation Management Act 1999</i> <i>Vegetation Management Regulation 2012</i> <i>Waste Reduction and Recycling Act 2011</i> <i>Waste Reduction and Recycling Regulation 2011</i>
Other	ISO 14001:2015 Environmental Management Systems AS/NZS 31000:2009 Risk Management Standard

5.1.2 Gladstone Ports Corporation documents

The following documents relate to this Policy:

Type	What
Policy	924357 Risk Management
Standard	829152 Risk Management Standard
	809151 Environmental Standard
	995910 Contractors and Port Users Safety, Environment and Security Standard
Strategies	801782 Environment Strategy
	1440091 GPC 50 Year Strategic Plan 2012-2062
Procedure	1391735 GPC 5 Year Corporate Plan 2018-2023
	146256 Environmental Management System Plan