



GLADSTONE PORTS CORPORATION WORKPLACE HEALTH & SAFETY POLICY

(Revision 6, issued 27.10.2008)

SAFETY OUR SHARED GOAL OUR SHARED RESPONSIBILITY

OUR COMMITMENT:

- **Our goal is zero** for all injuries and occupational illness and we will work to progressively identify and eliminate unsafe conditions, acts and behaviours from the workplace.
- We will establish and maintain a safe, productive and healthy place to work, that does not place personnel, contractors, visitors and the public at risk.
- We are committed to the management of injuries, occupational illnesses and the rehabilitation process and all work related incidents, injuries or illnesses will be promptly investigated.
- Every individual is responsible and accountable for their safety and the safety of others, and they will not place themselves or others at risk or conduct works that may be considered to be unsafe.
- We will strive for excellence in managing health and safety, set objectives, targets, measure, audit, review and report to continually improve our performance and to achieve best practice.
- We will mitigate the adverse impacts of our activities and prevent property loss or damage by education and awareness and by establishing by consultation and enforcing policies.
- We will conduct our operations in compliance with all relevant legislation and applicable laws, legal compliance is the absolute minimum performance standard expected.
- We will promote employee's, contractor's, visitor's and the public's awareness of health and safety issues, requirements and objectives through ongoing training, communication programmes and we will encourage feedback.
- We are committed to developing and implementing safe work procedures and safe work method statements for all identified high risk tasks.

RESPONSIBILITIES:

All Contractors and visitors have responsibilities, as detailed within workplace Health and Safety Legislation and will comply with GPC Induction requirements and adhere to the OH&S Management System.

All Employees responsibilities:

- to demonstrate their commitment to their safety and the safety of others, and the property and equipment for which they are responsible,
- to follow nominated safe working procedures and adhere to the OH&S Management System.

Supervisory Personnel responsibilities:

- for the safety of the operations under their control, and to ensure they provide a safe and healthy work environment
- training for employees in safe working practices and provide effective supervision
- to have an involvement in investigations of all work related incidents, injuries or illnesses in their area of responsibility
- to ensure prompt preventative and/or corrective action on health and safety matters
- to control potential hazards or exposures in the work place that may effect employees health and implement the OH&S Management System in their areas of accountability

Senior Management responsibilities:

- for the development of and to ensure that the effective implementation of all relevant policies and procedures that address the OH&S Management System within the organisation
- to assess the safety performance of Supervision on their ability to reduce accidents, control potential hazards or exposures
- to implement the OH&S Management System in their areas of accountability and responsible for the OH&S Management System to be reviewed and audited on an annual basis

CEO responsibilities:

- to ensure the development and implementation of the OH&S Management System, and responsibilities to defining and implementing the policies and procedures
- to ensure that the OH&S Management System is effective, reviewed and audited on an annual basis
- to ensure the provision of adequate resources to ensure the effective monitoring and operation of the OH&S Management System

This Policy reflects the importance which the Gladstone Ports Corporation Places on the Safety, Health and well being of employees and all those connected with its operations.

LEO M ZUSSINO
Chief Executive Officer