

OCCUPATIONAL HEALTH AND SAFETY POLICY SUMMARY

Ports Victoria is committed to a safety culture that prioritises the health, welfare and safety of its employees, contractors, visitors, and users of its facilities. This commitment demands that Port Victoria's operations do not place the wider port community at unnecessary risk of injury, illness or property damage.

Port Victoria strives to prevent harm by identifying hazards and removing or reducing risks so far as is reasonably practicable

Ports Victoria's safety culture objectives are to:

1. comply with all applicable legislation including the Occupational Health and Safety Act 2004 (Vic), Occupational Health and Safety Regulations 2017 (Vic), compliance codes and industry standards
2. integrate risk management principles when planning, making decisions and determining treatments to a standard "so far as is reasonably practicable"
3. prioritise physical and psychosocial safety for the purpose of maintaining a safe and inclusive workplace
4. consult with workers and where applicable engage with third party stakeholders about health and safety behaviours and issues likely to affect their workplace
5. influence third party stakeholders where practicable to comply with all applicable Occupational Health and Safety (OH&S) legislation
6. provide information, instruction, training and supervision for all Ports Victoria employees ensuring they work in a safe and healthy manner
7. establish, maintain, review and seek continuous improvement of Ports Victoria's safety performance and management systems
8. measure the control effectiveness of the controls covering the safety risks and objectives at the corporate, divisional and departmental levels across the business
9. encourage and recognise notable safety initiatives from employees
10. communicate this Policy and the Safety and Environment Management Plan (SEMP) to interested parties via the Ports Victoria website
11. commit to the provision of sufficient resources necessary to achieve the requirements of all applicable OH&S legislation, this policy and supporting management systems
12. acknowledge that shared safety and discrete safety responsibilities exist between Ports Victoria and our stakeholders and that engagement can influence others safety
13. reinforce the principle that all injuries are preventable as safety risks are foreseeable.

All employees have a personal responsibility to:

1. raise concerns about safety or health issues so these can be investigated, assessed and mitigated to as low as reasonably practicable principles
2. take reasonable care to look out for their own safety and that of others
3. cooperate and be compliant with Ports Victoria's safe work plans
4. actively support the safety management systems and safety and environmental management plan
5. immediately notify management of any workplace hazard, incident or injury
6. participate in health and safety meetings and investigations.

Appendix No. 1 - Occupational Health and Safety Policy

Approved by the Board on 27 August 2025