



# Port of Melbourne Operations Pty Ltd

## Health, Safety and Wellbeing Policy

### Vision

Our passion for growing trade creates an enduring city port, driving the economy and enriching lives.

### Mission

Working with our stakeholders, delivering innovative and sustainable port solutions – creating the future and building on our proud history.

### Occupational Health, Safety and Wellbeing Policy Objectives

To realise our Vision and Mission, the Port of Melbourne (**PoM**) is committed to providing a safe and healthy workplace for all employees, contractors, and visitors.

To fulfil our commitment, we will:

1. ensure PoM meets its employer duties under the Occupational Health and Safety Act 2004 (Vic) and Occupational Health and Safety Regulations 2017 (Vic);
2. comply with all applicable legal and regulatory requirements including the Port Concession Deed, Port Lease and Pricing Order and Port Management Act 1995 (Vic);
3. operate and maintain PoM's health, safety and wellbeing Integrated Management System (The Compass) to maintain certification to ISO 45001 – Occupational health and safety management system;
4. establish quantifiable health, safety, and wellbeing objectives, measures, and targets to demonstrate continual improvement to eliminate hazards and reduce occupational health and safety risks;
5. continue to develop a workplace environment that promotes positive change in our employee's behaviours and creates trust to speak up about matters affecting their health, safety and wellbeing and share lessons learned in an environment where psychological safety is promoted;
6. commit to supporting and promoting mental health and wellbeing as a priority, commensurate with physical health, including providing access to accredited Mental Health First Aiders and associated support services;
7. provide appropriate and practical information, instruction, training, and supervision for all employees so they can work in a safe and healthy manner;
8. adopt a risk and benefit approach to prioritising risk treatments based on the nature and scale of risks in accordance with the Enterprise Risk Management Framework;
9. engage and build collaborative relationships with contractors, tenants and other Interested Parties/Stakeholders to encourage a port-wide culture of safety, collaboration, and continual improvement; and
10. consult and communicate with all Interested Parties/Stakeholders affected by PoM-managed workplace hazards (including psychosocial hazards) so appropriate risk controls are implemented and understood.

**Saul Cannon**  
Chief Executive Officer