Port of Melbourne Operations Pty Ltd  
Occupational Health, Safety and Wellbeing Policy

Vision

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

Mission

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

Occupational Health, Safety and Wellbeing Policy Objectives

In order to realise its Vision and Mission, Port of Melbourne is committed to the provision of a safe and healthy work environment for all workers and visitors, in line with the relevant occupational health and safety legislation, compliance codes and appropriate standards, through a commitment to action the following Occupational Health and Safety Policy Objectives:

* + - 1. Operate and continually review and improve a fit for purpose occupational health and safety management system, within The Compass integrated Management system, that is appropriately resourced with competent staff and is fully conformant with the requirements of *ISO 45001 – Occupational health and safety management systems – Requirements with guidance for use*;
      2. Further develop a *workplace environment that promotes positive change in our worker’s behaviours, and creates trust to speak up about matters affecting their health and safety;*
      3. 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;
      4. Establish measurable occupational health, safety and wellbeing objectives, measures and targets to ensure continued improvement towards the elimination of work-related injury and illness;
      5. Support a culture that recognises the benefit of reporting and investigating incidents and near misses so lessons can be learned and shared;
      6. Comply with the Port Concession Deed, Port Lease, Pricing Order, *Occupational Health and Safety Act 2004* (Vic), *Port Management Act 1995* (Vic) and all other relevant Acts, Regulations, Standards, Codes of Practice, Agreements, standard operating protocols and industry standards;
      7. Where practicable, influence tenants, stakeholders and other interested parties to provide a safe workplace and safe systems of work;
      8. Engage with the workforce to consult and communicate workplace hazards so adequate risk controls which improve health and safety outcomes are implemented;
      9. Provide appropriate and practical information, instruction, training and supervision for all employees to ensure they work in a safe and healthy manner;
      10. Build collaborative relationships with PoM contractors to actively manage risks and ensure standards of Port safety are commensurate with our own; and
      11. Promote plans and practices that support positive mental health and employee wellbeing outcomes.



**Saul Cannon**

Chief Executive Officer

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