# 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.

_____

**Brendan Bourke**
Chief Executive Officer