

September 2026 | Version 3

HEALTH & SAFETY POLICY

PURPOSE

TasPorts is committed to providing and maintaining, so far as is reasonably practicable, safe and healthy workplaces for workers and others. This policy establishes TasPorts' overarching commitment to managing health and safety risks in accordance with applicable legislation, TasPorts' values and corporate objectives, while supporting our journey towards a generative safety culture.

RESPONSIBILITIES AND APPLICATION

This policy applies to all TasPorts employees, contractors, volunteers, visitors and others undertaking activities at TasPorts workplaces. Tenants, port users and other duty holders must comply with applicable TasPorts health and safety requirements while operating at or accessing TasPorts controlled sites.

All workers and other persons must take reasonable care for their own health and safety and that of others and comply with any reasonable instructions, and cooperate with applicable TasPorts policies and procedures. TasPorts will consult, cooperate and coordinate with other duty holders where health and safety activities are shared.

VALUES

PROUD
Proud to play our part, we follow through with courage and conviction.

CARE
To show care, we actively engage and listen.

TOGETHER
We don't go it alone, because we're better together.

SHARE
Information empowers, so we share it generously.

TRUST
We trust our people and processes, to deliver with integrity.

OUR COMMITMENTS

- **Risk and Compliance Management**
  Maintain a fit-for-purpose Work Health and Safety (WHS) management system and risk management program that meets legislative and regulatory requirements and is appropriately resourced. Proactively identify reasonably foreseeable hazards and eliminate risks to health and safety so far as reasonably practicable. Where elimination is not reasonably practicable, minimise those risks so far as is reasonably practicable by applying the hierarchy of controls. Regularly monitor, review and assure the effectiveness of critical controls.

- **Resources and Support**
  Provide fit-for-purpose plant, equipment, information, training and supervision to manage WHS risks effectively and support safety-conscious decision-making.

- **Psychological Health and Psychosocial Risk**
  Foster a workplace culture that promotes positive mental health and psychological safety through prevention, early intervention and recovery. Encourage open communication without stigma, supporting employees to raise concerns safely.

- **Consultation and Stakeholder Engagement**
  Consult, cooperate and coordinate with workers, health and safety representatives and other duty holders on matters that may affect work health and safety. Encourage workers to identify and raise health and safety concerns early and ensure they are appropriately considered and addressed. Engage with external stakeholders, including contractors, tenants and port customers, to support safe and coordinated operations.

- **Leadership and Accountability**
  Leaders will demonstrate visible leadership and are accountable for implementing this policy and effectively managing risks within their areas of responsibility. Officers will exercise due diligence to ensure compliance with health and safety obligations and the effective operation of the WHS management system.

- **Standards and Certification**
  Maintain a WHS management system aligned with ISO45001 and maintain certification to the International Standard for Maritime Pilot Organisations (ISPO). Monitor conformance and system effectiveness through planned assurance, auditing and continuous improvement activities.

- **Continuous Improvement**
  Establish measurable WHS objectives that strengthen risk management, improve control effectiveness and prevent work-related injury and illness. Encourage reporting and learning from hazards, near misses and incidents, and use these insights to drive proactive safety improvements.

Supported by the TasPorts Safety Strategic Plan FY2027-2029