



Health and Safety, Environment and Quality Policy

Fremantle Ports is the manager of the Port of Fremantle in Western Australia. Our purpose is *'Facilitating trade for a more prosperous Western Australia'*.

Our services include port planning, shipping and wharf-side services, bulk and container logistics, trade facilitation, emergency response, strategic asset management, property services and project management.

We recognise that excellence in managing health and safety, environment, and quality (HSEQ) is essential to our business success, and we strive to meet these responsibilities through an integrated HSEQ management system.

Our commitments to HSEQ include:

- Striving for a safer and healthier workplace.
- Protection of the environment and prevention of pollution.
- Meeting and working to exceed customer, community, and other stakeholder expectations.
- Meeting and exceeding our compliance and other obligations.
- Continuously improving our integrated HSEQ management system to enhance performance.

We will achieve our commitments and support our aspiration by:

- Understanding and complying with our HSEQ legislative obligations and wider commitments.
- Consulting widely to understand the HSEQ expectations and requirements of our internal and external customers and other stakeholders.
- Facilitating sound HSEQ risk management.
- Consulting on health and safety matters with our employees and their representatives, and with our contractors and other port users.
- Providing our people with the necessary skills, knowledge, and resources to get their work done while properly managing HSEQ.
- Monitoring, measuring, and recording our HSEQ performance against targets.
- Making open, transparent, and evidence-based decisions to improve HSEQ management.

The Board and the Executive Team set the direction and are responsible for providing the leadership and resources to support the development and implementation of this policy. Our managers and supervisors are responsible for demonstrating visible leadership in health and safety, environment and quality to ensure this policy is effectively applied.

All Fremantle Ports' staff and contractors are responsible for implementing this HSEQ policy and complying with the associated plans, procedures, and instructions, and for challenging non-compliant or ineffective practices.

A handwritten signature in blue ink that reads 'Ransom'.

Jodie Ransom
Chief Executive Officer
April 2024