

# Health & Safety Policy

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Tasmanian Ports Corporation Pty Ltd (Tasports) is a state-owned company. Tasports and its subsidiaries are responsible for ten Tasmanian ports the Devonport Airport and a shipping service to King Island. We run a diverse range of operations across the State with the purpose of facilitating trade for the benefit of Tasmania. Tasports ensures the safe control and security of all major ports including the maintenance of essential infrastructure across the State as well as maintenance of port berths, channels, wharves, landside assets and key navigational aids. We also deliver critical pilotage services as well as provision of towage and slipway facilities.

If you work at Tasports in any capacity, including employees, potential employees and contractors, whether on a full-time, part-time or casual basis, on or off-site, or if you are a customer, port user, or visitor attending our workplace or an event we have organised (**you, workers, people**), then this Policy applies to you and you must familiarise yourself with, and comply with, this Policy and any variations to this Policy. This Policy is subject to relevant legislation.

This Health & Safety Policy (**Policy**) expresses our commitment to health and safety in the workplace. We promote a culture which endeavours to control the risks of harm to our people at work or through the course of their work.

## To achieve this we will:

- Take all reasonably practicable steps to preserve health and safety at any of our premises or any premises controlled by us
- Monitor workplace conditions and identify and respond to any hazards or risks as they arise
- Incorporate health and safety into the business planning cycle so that measurable safety objectives and targets can be set, plans formulated and performance measured on a regular basis
- Consult, communicate and empower workers to foster a culture of care, health and safety and encourage the active management of risks to health and safety in their own work area
- Ensure all workers, including contractors, are held accountable for fulfilling their health and safety responsibilities
- Provide appropriate training, instruction and supervision to workers regarding workplace health and safety related matters
- Comply with all relevant legislation, standards, codes of practice and guidelines to ensure the health and safety of workers
- Identify and assess all health and safety risks with a view to eliminating risk by ensuring adequate control measures are implemented and reviewed
- Provide and maintain all plant and equipment in a safe condition and provide appropriate safety and personal protective equipment
- Review and, where possible, improve policies, management systems and practices relating to health and safety to ensure continuous improvement in health and safety performance

## In support of this policy, and in order to ensure all Workers fulfil their obligations under the Work Health and Safety Act and Regulations 2012, you are expected to:

- Take reasonable care to ensure the safety of yourself and others at all times
- Report all hazards incidents, accidents, and near misses immediately
- Assist us in recognising potential hazards, identify areas for improvement, assess risk and implementing risk control measures
- Carry out your duties with a clear awareness of Tasports commitment to minimise harm to People, Property, and Plant and Equipment
- Actively intervene if you see a person putting themselves at risk, and respond positively if approached by another person
- Observe safe work practices and methods
- Obey all applicable safe working directions and instructions, safety rules and procedures at all times
- Wear all appropriate safety clothing and equipment in a proper manner
- Only use materials, plant and equipment in a safe way, within lawful operating parameters and as instructed by us
- Not interfere with or misuse any plant and equipment or any other materials provided by us
- Maintain all plant and equipment in a safe working condition and check that it is fit for purpose prior to use
- Take reasonable steps to maintain your immediate work area in a tidy and safe condition
- Attend regular training dealing with work health and safety

**The success of this Policy, Safety Rules, Procedures and Systems requires the full support and co-operation of all Tasports employees, contractors and visitors. Any breach of this policy may result in disciplinary action up to and including dismissal or termination of contract.**



**Paul Weedon**

Chief Executive Officer