

Health, Safety & Environment Policy

Patrick is committed to providing a safe and sustainable working environment, to ensure the health and safety of everyone who interacts with our business and to minimise our impact on the environment. Focused on achieving high standards of Health, Safety and Environmental (HSE) performance and developing of a positive safety culture, Patrick Terminals will;

- *Comply with all statutory and regulatory obligations and pursue continual improvement;*
- *Implement and maintain a Health, Safety and Environmental (HSE) Management System consistent with Patrick's HSE Management Standards;*
- *Implement strategies to, improve resource efficiency and minimise our impacts on the environment and communities in which we operate;*
- *Ensure workplace hazards and risks are systematically identified and controlled;*
- *Ensure that adequate resources are made available for the implementation and ongoing operation of the HSE Management System;*
- *Provide necessary training for managers and employees to carry out their duties safely and without risks to people, property and the environment;*
- *Establish measurable objectives, targets and review processes that are consistent with the Patrick HSE Management System, to foster continual improvement towards an injury, damage and environmental incident free workplace;*
- *Ensure that adequate consultation with employees occurs on HSE matters which have the potential to affect them;*
- *Incorporate safety and environmental considerations into business decision-making processes; and*
- *Communicate openly with the community, regulators, customers and other stakeholders.*

Management shall:

- *Actively promote and support the Life Saving Commitments and monitor the effectiveness of activities supporting these critical risk controls.*
- *Set expectations and demonstrate visible safety leadership by upholding Patrick's HSE Beliefs and Behaviours;*
- *Promote and implement the HSE Management System by monitoring compliance with policies and procedures relevant to their area of work;*
- *Exercise due diligence to ensure the organisation complies with its HSE legal obligations;*

- *Apply properly assessed control measures to eliminate or reduce identified HSE risk to as low as reasonably practicable;*
- *Ensure employees and contractors work in a safe and environmentally responsible manner, and in accordance with the regulations, procedures and safe work practices relevant to their work;*
- *Be responsible and accountable, and hold managers, supervisors and employees accountable for the application of the HSE Management System and in meeting their personal HSE objectives; and*
- *Ensure that HSE incidents are managed, reported and investigated in accordance with the requirements of HSE Management System.*

Employees, contractors and visitors shall:

- *Uphold the Life Saving Commitments and priorities the focus on implementing and maintaining critical risk controls in our business;*
- *Demonstrate safety leadership by upholding Patrick's HSE Beliefs and Behaviours;*
- *Participate in the application of the HSE Management System by working in a safe and environmentally responsible manner, and in accordance with relevant regulations, procedures and safe work practices;*
- *Comply with reasonable instructions given to ensure their health and safety, including adherence to company policies and procedures;*
- *Immediately report all HSE incidents as soon as practicably possible; and*
- *Support the efforts of the site Health and Safety Committee.*

*The fulfilment of this commitment is a shared responsibility between management, employees, customers, contractors and visitors that will not be compromised as we get everyone **Home Safely, Everyday.***



Michael Jovicic

CEO – Patrick Terminals