

PEOPLE AND CULTURE POLICY

Mid West Ports Authority (**MWPA**) recognises that its people are its most valuable resource and is committed to developing and supporting them and fostering a work environment where its values of accountability, integrity, courage, caring and collaboration are key.

The success of MWPA comes from the commitment of our Directors and Workers in building a workplace culture that fosters leaders and enables Directors and Workers to thrive. This policy is relevant to all Workers engaged by MWPA for the purpose of contributing to deliver MWPA's Vision.

MWPA is committed to the following:

- Supporting and ensuring the wellbeing of all Directors and Workers.
- Ensuring fair, merit-based and equitable employment decisions.
- Supporting, rewarding and recognising behaviour and achievement that improves organisational performance.
- Providing equal employment, conditions and advancement opportunities-based skills, attitude, knowledge and an individual's qualifications, potential suitability for the job and job performance, in order to recruit, promote and retain Workers.
- Investing in its Employees through maintaining learning and development, performance management, succession and workforce planning.
- Encouraging employees to prioritise their physical and mental health through maintaining a healthy lifestyle, and facilitating where possible the opportunity for flexible working arrangements. Supporting Employees to be active in the community and make a positive impact on local groups that contribute to positive social and sustainable practices.
- A workplace free of any form of discrimination, sexual harassment, victimisation, harassment, bullying or rude and disrespectful behavior while conducting business on, or off, its worksites.
- Providing a workplace that is safe, healthy, supports Director and Worker wellbeing, has a zero tolerance to the use of drugs and alcohol in the workplace, and that supports fitness for duty.

MWPA supports Workers in relation to any issues that may arise from items contained in this policy. MWPA will assist Employees to receive counselling, or any other professional assistance, to ensure wellbeing.¹

This Policy overrides any previous policy or procedure either written, or verbal relating to matters contained within.

A handwritten signature in blue ink, appearing to read "Noel Hart", with a long horizontal stroke extending to the right.

Mr Noel Hart, Chair

Date Approved: 20 March 2024

A handwritten signature in black ink, appearing to read "Damian Tully", with a large, stylized loop at the end.

Mr Damian Tully, Chief Executive Officer

Board Meeting Resolution Number: 24/115/001

¹ Fair Work Legislation 2009