



WORK HEALTH AND SAFETY POLICY

Mid West Ports Authority (**MWPA**) ensures, so far as is reasonably practicable and where appropriate its Workers¹ are trained, assessed as competent, and fit for work. MWPA ensures that its Workers are not exposed to risks to their psychological, or physical work health and safety (**WHS**) in their workplace.

MWPA also ensures, so far as is reasonably practicable and where appropriate, that other persons² are not exposed to risks to their psychological, or physical work health and safety (**WHS**) while present on MWPA premises.

MWPA strives for a goal of Zero Harm through establishing, monitoring, and reporting of WHS Objectives and Targets as detailed in the WHS Management Plan.

Nothing is more important to MWPA than the safety and wellbeing of its Workers and other persons. MWPA is committed to providing a workplace that enables all work activities to be carried out safely, and to achieving its WHS goal of Zero Harm by preventing all workplace injuries and illnesses. MWPA takes all reasonably practicable measures to eliminate or minimise risks to the health, safety and wellbeing of Workers while they are at work, and to ensure that the health and safety of other persons is not put at risk from MPWA operations.

To meet its commitments, MWPA:

- complies with the *Work Health and Safety Act 2020*³ and other applicable legislation, Codes of Practice, and International and Australian Standards.
- ensures all its Workers and other persons to operational sites are made aware of this policy;
- manages psychosocial risks by identifying reasonably foreseeable psychosocial hazards that could give rise to these risks in the workplace, and manage in line with ARLAP principles;
- fosters a workplace culture that encourages and supports all Workers and other persons to apply the appropriate procedures to protect themselves, other Workers and other persons from harm;
- provides its Workers and other persons with the correct tools, information, instruction, training and supervision to effectively implement its WHS Management System and deliver safe outcomes in everything we do;
- empowers and encourages individual accountability, with active and committed visible leadership, to identify and drive risk reduction strategies across the business;
- ensures WHS takes priority in all work activities and encourages everyone to stop work that is considered unsafe, and to make all Workers and other persons aware of their responsibility for protecting their own work health and safety, the wellbeing of other Workers, persons, and local communities in which MWPA operates;
- maintains a system identifying work health safety and wellbeing risks associated with its operations, and implements measures to reduce WHS risks to as low as reasonably practicable, thus providing and maintaining a safe work health environment through the implementation of safe work practices and the provision of safe plant and equipment; and
- routinely consults to maintain effective and cooperative relationships between its Workers and other persons, on work health and safety matters in the workplace, while promoting effective awareness of its work, health and safety practices through training and communication, and insist that those who provide services to MWPA, adhere to its WHS management system.

MWPA continually improves the suitability, adequacy and effectiveness of its Work Health and Safety Management System by:

¹ Section 7 of the *WHS Act 2020* – Meaning of worker

² Safe Work Australia – Duties under WHS Laws - [Other people at the workplace](#).

³ WHS Act 2020 (WA)



1. enhancing WHS performance;
2. promoting a culture that supports the WHS management system;
3. promoting the participation of Workers in implementing actions for the continual improvement of WHS processes and activities;
4. communicating WHS continuous improvement outcomes to Workers; and
5. maintaining and retaining documented information as evidence of continuous improvement.

This policy applies to all MWPA Workers and Port Users. MWPA has a commitment to ensuring resources, knowledge and compliance to meet the requirements of this policy.

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

A blue ink signature of Mr Noel Hart, consisting of a large, stylized 'N' and 'H'.

Mr Noel Hart, Chair

Date Approved: 20 March 2024

A black ink signature of Mr Damian Tully, featuring a large 'D' and 'T'.

Mr Damian Tully, Chief Executive Officer

Board Meeting Resolution Number: 24/115/001