

## Health, Safety & Environment Policy

*Patrick is committed to providing a safe working environment, to ensure everyone gets "Home Safely Every Day" Focused on achieving high standards of Health, Safety and Environmental (HSE) performance and developing a positive safety culture. To achieve this Patrick 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 physical and psychosocial 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 the Patrick Life Saving Commitments with a focus on managing critical risk and intercepting unsafe behaviours, through routine visible safety leadership in operational environments.*
- Demonstrate 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;*
- *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, Every Day.***



**Michael Jovicic**

CEO – Patrick Terminals