

Health, Safety & Environment Policy

Dear Employee,

Patrick is committed to providing a safe working environment to ensure the health and safety of everyone who interacts with our business. 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 best practice;*
- *Implement and maintain a Health, Safety and Environmental (HSE) Management System consistent with Patrick's 15 Corporate HSE Standards;*
- *Implement strategies to prevent pollution, improve resource efficiency and minimise impacts on the communities in which we operate;*
- *Ensure workplace hazards and risks are consistently identified and controlled;*
- *Ensure that adequate resources are made available for this process and for the 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 Corporate 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 environmental considerations into business decision-making processes; and*
- *Communicate openly with the community, regulators, customers and other stakeholders.*

Management shall:

- *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, investigated in accordance with the requirements of HSE Management System.*

Employees, contractors and visitors shall:

- *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.***

Yours sincerely,

Michael Jovicic

CEO – Patrick Terminals