



**Brisbane Marine Pilots** Pty Ltd

ABN 29010836496

**Queensland Marine Holdings** Pty Ltd

ABN 46010836503

## Management Policy

The Company is a leading port pilotage and management service provider committed to Brisbane and supporting ports throughout Queensland.

We are committed to continually improving our pilotage business, particularly in the areas of health, environment and operating safety, so as to add value and benefit to our employees, customers and the Brisbane community.

We have developed an Integrated Management System which combines Quality, Safety and Environment and is designed to:

- eliminate injury and illness, prevent pollution and property damage;
- establish environmental goals and targets for the purpose of setting and reviewing environmental objectives and targets and measuring performance;
- actively comply with relevant occupational health and safety - environmental and operating legislation; including implementing policies and procedures to ensure a workplace free from discrimination and harassment;
- establish and review measurable objectives and targets;
- maintain closed loop communication with all employees, customers and, when necessary, the community; and
- encourage a continuous learning culture which pursues excellence in all areas of the business.

We promote a culture where employees are treated with fairness and dignity and respectful behaviour is the only acceptable way of conducting business.

Chris Kline  
Chairman

Date: 12 April 2016