



**Brisbane Marine Pilots** Pty Ltd

ABN 29010836496

**Queensland Marine Holdings** Pty Ltd

ABN 46010836503

# Risk Management Policy

## 1. Policy Statement

The Company's Risk Management Policy, and its supporting standards and procedures, provide a framework to ensure that risks arising from our business are appropriately identified, assessed and managed.

This policy applies to all persons involved and employed in the activities of the Company.

## 2. Purpose

Risk management aims to identify and control risks and realise opportunities. Risk management principles and practices are part of our normal management practices and are incorporated in planning, operating and reporting processes. The Company maintains documented systems that identify and manage risk in a positive way to optimise efficiency and minimise potential losses. Risk management is integrated into organisational processes and operational procedures. Emergency procedures are in place to deal with unlikely but serious risks.

## 3. Policy Monitoring and Review

Compliance to this policy will be monitored through external and internal audit processes.

Formal review, consultation and authorisation processes are to be led by the Systems Leader on a two year cycle (or earlier as required) to ensure the policy remains current.

Management is responsible for establishing, implementing and maintaining risk management systems for all activities of the Company. All employees contribute to the establishment and implementation of risk management systems and are required to comply with procedures. The Company does not tolerate risk seeking behaviour.

## 4. Breach of Policy

Any employee who is found to have breached this policy will be disciplined accordingly, which may lead up to, and include termination of employment.

## 5. Reporting

Any employee identifying an actual or potential risk will follow the Company's continual improvement process.

## 6. Legislation / Regulations

Federal: Corporations Act (Cth) 2001

State: Work Health and Safety Act 2011 and relevant Regulation and Codes of Practice

Other: AS / NZS ISO 31000:2009 Risk Management

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