

1 Policy Statement

Flinders Port Holdings Pty Ltd and its controlled entities (**FPH**) recognise their duties under relevant work health and safety laws to ensure the safety and wellbeing of employees, contractors, customers and members of the public. This Policy reflects our commitment to reducing the health, safety and operational risks associated with COVID-19.

This Policy applies to **Visitors**, being any person who enters an FPH operational site or workplaces (**FPH Site**) for any reason other than the following who are covered by a separate policy:

- employees of FPH;
- contracted resources and labour hire working in FPH's businesses (including contractors covering employees on long term leave); and
- apprentices/trainees and students gaining work experience in FPH's businesses.

This Policy provides information on the requirement for all Visitors to be fully vaccinated against COVID-19 prior to entering an FPH Site.

2 Purpose

In accordance with its duty to ensure health and safety under relevant work health and safety laws, FPH strives to eliminate risks to health and safety of all persons entering an FPH Site, so far as is reasonably practicable.

Given this, FPH aims to ensure that, at FPH Sites, the risk of becoming infected with or transmitting COVID-19 is eliminated or, if that is not reasonably practicable, minimised.

In addition, FPH recognises the importance of its operations, as an operator of critical infrastructure, and aims to minimise the risk of disruption to its operations arising from COVID-19 transmission and outbreaks.

The following considerations have informed FPH's approach to managing these risks:

- Ports and logistics services are a critical component of supply chains. Business continuity is key to keep supply chains moving.
- A significant number of Visitors will interact with FPH Employees.
- There is a need to minimise the ongoing impact on operationally critical teams within FPH.
- Operations and performing works, by their nature, may involve working near or interaction with other persons, including employees, customers or contractors who are contagious. The safe performance of those operations may limit the accessibility of ordinary controls such as personal protection equipment and social distancing.
- Transmission and spread of COVID-19 at FPH Sites can result in significant disruption to FPH's operations and business as well as the operations of its customers.
- Contracting COVID-19 can pose a significant risk to the health of all persons. Vaccination is proven to reduce that risk and its severity.

In light of the above, FPH has determined to implement this policy requiring all Visitors to be vaccinated against COVID-19 as a condition of entry onto FPH Sites.

The requirements for Visitors are outlined further below.

3 Vaccination Requirement

From 4 January 2022, it is a condition of entry to a FPH Site that Visitors are vaccinated against COVID-19 and maintain that vaccination status in accordance with the advice and recommendations of Australian public health officials.

Compliance with this policy may form a contractual term of a contractor's agreement with FPH. It is the responsibility of contractors to ensure that all their employees, officers, agents and subcontractors are aware of and comply with this policy.

Vaccination must be undertaken on the advice of an accredited health practitioner (including health practitioners at any authorised COVID-19 vaccination centre).

4 Proof of Vaccination

When Visitors sign-in to a FPH Site FPH, through an employee or agent, may request that those persons display (for sighting purposes only) evidence of vaccination prior to entry. Visitors must immediately comply with this request.

Vaccination evidence includes an online immunisation history statement or COVID-19 digital certificate that can be accessed from the Medicare plus app or the myGov.au website.

FPH will, from time to time, undertake random audits at FPH Sites to confirm compliance with this policy.

FPH **does not** require Visitors to send evidence of their vaccination status to FPH. Any such information, if received, will be deleted by FPH.

5 Exemption

FPH may provide an exemption from the requirement to be vaccinated in certain situations at its discretion including where:

- a Visitor has evidence, issued by a qualified medical practitioner and satisfactory to FPH, of a medical contraindication that prevents the person receiving a COVID-19 vaccine.

FPH **does not** require Visitors to send evidence of a medical contraindication that prevents the person receiving a COVID-19 vaccine to FPH. Any such information, if received, will be deleted by FPH;

- A Visitor is transiting FPH's facilities and is observing all requirements of FPH and regulatory authorities during such transit (eg crew changes);
- The facility which the Visitor attends at is under the exclusive control of a third party (eg lessee);

6 Failure to Provide Evidence of Vaccination

If evidence of vaccination status is not displayed, the relevant Visitor will not be permitted to enter or remain on the FPH Site until such evidence is produced. FPH will not be liable for any loss or damage and Visitors release FPH in respect of any such loss or damage suffered by them as a result of being refused entry to the FPH Site.

7 Policy Implementation and Responsibility

This Policy will be published on the FPH website.

It is the responsibility of Visitors to ensure they have read and understood their responsibilities in relation to this Policy and to provide true and correct information about their vaccination status.

FPH employees generally are not expected to undertake screening of Visitors or otherwise enforce this Policy. Certain employees may be required to request that Visitors display (for sighting purposes only) evidence of vaccination. This will be specifically addressed with those employees in due course.

8 Policy Monitoring

Compliance with this Policy will be monitored on an ongoing basis.

9 Policy Review

As responses to the COVID-19 pandemic and the health and safety risks associated with it evolve, FPH will continue to assess the situation and may vary or replace this Policy at any time, including expansion of the Policy to other vaccine-preventable diseases if the need arises.

This Policy will otherwise be reviewed at least once every 2 years or in accordance with any legislative, business or other relevant changes.

10 References

- Work Health and Safety Act 2012 (SA)
- SafeWork SA (www.safeworksa.gov.au)
- SafeWork Australia (www.safeworkaustralia.gov.au)
- SA Department of Health (www.sahealth.sa.gov.au)
- Commonwealth Department of Health (www.health.gov.au)
- SA Emergency Declaration and Directions (www.covid-19.sa.gov.au/emergency-declarations)



Chief Executive Officer

Date endorsed: December 2021

Review Date: December 2023

Approved by: Chief Executive Officer

Issue No: 01
Current Issue: 15/12/2021
Reviewed Date: 15/12/2023
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