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Company Secretariat and/or Legal review	Company Secretariat review not required Legal review not required		
Confidentiality	All employees, contractors, tenants, customers and interested parties (Public)		

1.0 Purpose

Newcastle Airport's vision is to be the Airport the Region deserves. Newcastle Airport and its Officers are committed to protecting workers and other persons against harm to their health, safety and welfare through the elimination or mitigation of risk arising from our work activities.

2.0 Policy statement

Newcastle Airport is driven to ensure that all business activities are carried out in a way the health and safety (both physical and psychological) of workers and others is never compromised and Work Health and Safety (WHS) risks are controlled to as low as reasonably practicable.

3.0 Application and scope

This Policy applies to all employees, workers and persons visiting Newcastle Airport (Newcastle Airport Pty Limited and Greater Newcastle Aerotropolis Pty Ltd).

Newcastle Airport's operations include the operation, maintenance and construction of all airport infrastructure on the NAPL Precinct to facilitate the safe and efficient movement of passengers and patrons to and from associated ground and air transportation connections and all activities in the development, construction and operation of the Astra Aerolab precinct.

4.0 Standards

It is Newcastle Airport's Policy to:

- Provide safe and healthy working conditions to prevent work-related injury and illness.
- Establish, monitor and report on measurable objectives and defined achievable targets through an effective WHS Management System, that supports continual improvement.
- Demonstrate compliance with applicable legislation and other relevant requirements.
- Identify and control WHS risks, through elimination of hazards or reduction of risks, including psychological risks, using the WHS risk management process.
- Consult and communicate openly on WHS matters with workers and other relevant interested parties, including the WHS Committee,
- Promote and support a fair and just safety culture within a proactive reporting culture.
- Ensure managers are supported and empowered to coach and advise workers to enable them to work safely and positively influence other's safety behaviour.
- Provide resources required to implement the WHS Management System.
- Ensure procurement and design processes support the reduction of WHS risks and impacts.
- Inform workers and visitors to Newcastle Airport of their obligations regarding this Policy.



SE POL Work Health and Safety Policy 6.0

It is the responsibility of all interested parties to:

- Take reasonable care for their own and other people's health and safety.
- Report all incidents and hazards after taking immediate action to make safe.
- Follow reasonable instruction, such as policies and procedures, in relation to WHS.
- Understand their assigned responsibilities and authorities, and be accountable to them.
- Participate in and convey relevant information during consultation processes.

Approved by

A handwritten signature in black ink, appearing to read "Andrew Warrender".

Andrew Warrender

Chief Executive Officer

16.04.2025

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Jonathon Hedditch

WHS Committee Chairperson

16.04.2025