

## PEOPLE AND CULTURE POLICY

Mid West Ports Authority (**MWPA**) recognises that its people are its most valuable resource and is committed to developing and supporting them and fostering a work environment where its values of accountability, integrity, courage, caring and collaboration are key.

The success of MWPA comes from the commitment of our Directors, Staff Members and Contractors in building a workplace culture that fosters leaders and enables Directors, Staff Members and Contractors to thrive, contribute and grow MWPA's capacity to deliver its Vision.

MWPA is committed to the following:

- Supporting and ensuring the wellbeing of all Directors, Staff Members and Contractors.
- Ensuring fair, merit-based and equitable employment decisions.
- Supporting, rewarding and recognising behaviour and achievement that improves organisational performance.
- Providing equal employment, conditions and advancement opportunities-based skills, attitude, knowledge and an individual's qualifications, potential suitability for the job and job performance, in order to recruit, promote and retain Staff Members.
- Investing in its Staff Members through learning and development, performance management, succession and workforce planning.
- A workplace free of any form of discrimination, sexual harassment, victimisation, harassment, bullying or rude and disrespectful behavior while conducting business on, or off, its worksites.
- Providing a workplace that is safe, healthy, supports Directors, Staff Members and Contractors wellbeing, and has a zero tolerance to the use of drugs and alcohol in the workplace and that supports fitness for duty.

MWPA supports Staff Members and Contractors in relation to any issues that may arise from items contained in this policy. We may assist Staff Members to receive counselling or any other professional assistance to ensure Staff Member wellbeing.

This Policy overrides any previous policy, procedure or agreement either written, or verbal relating to matters contained within.



Mr Noel Hart, Chair



Damian Tully (Feb 28, 2022 13:52 GMT+8)

Mr Damian Tully, Acting Chief Executive Officer

Date Approved: 15 February 2022

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