

GLW Freight is committed to sustainability and protection of the environment, good governance, ensuring health and safety, and continuous improvement through our business planning and our Health, Safety, Environment and Quality (HSEQ) Integrated Management System (IMS), which is aligned with the requirements of ISO 45001, ISO 14001 and ISO 9001.

In all areas of our organisation, our primary focus is to:

- Continually strive for excellence and improve our systems to achieve excellent outcomes for our stakeholders.
- Perform beyond compliance.
- Maximise opportunities and minimise risk.

GLW Freight are committed to:

- Continually striving for safe and healthier working conditions for the prevention of work-related injury and ill health.
- Eliminating health, safety, environment, and quality hazards and reducing risks.
- Consulting with our workers and requesting their participation in various matters relating to our management, system, and operational performance.
- Protecting the environment and preventing pollution.
- Consistently meeting and working to exceed customer, community and our other stakeholder needs and expectations.
- Continual improvement of our health, safety, environment, and quality management systems.
- Fulfilling all of our legal and other requirements.

We will meet these commitments, and the related HSEQ Objectives, by:

- Maintaining safe systems of work across all transport, warehousing, and operational activities.
- Identifying hazards, assessing risks, and implementing controls to eliminate hazards where reasonably practicable and reduce risks where elimination is not possible.
- Monitoring, measuring, reviewing, and continually improving our HSEQ performance against operational targets and HSEQ Objectives.
- Consulting and engaging with workers, contractors, customers, and other stakeholders regarding HSEQ risks, opportunities, and improvement initiatives.
- Providing appropriate training, supervision, resources, and support to ensure workers can perform their duties safely and effectively.
- Promoting proactive reporting, investigation, and corrective action management for incidents, hazards, near misses, environmental events, and customer concerns.
- Managing environmental aspects associated with our operations, including fuel consumption, emissions, waste, spills, and resource usage, to minimise environmental impact and prevent pollution.
- Delivering reliable, compliant, and high-quality transport and logistics services that consistently meet customer and stakeholder expectations.
- Applying continual improvement principles to strengthen our Integrated Management System, operational performance, and business sustainability.
- Maintaining compliance with applicable legal, regulatory, customer, and other obligations, including Work Health and Safety, Chain of Responsibility, Dangerous Goods, environmental, and quality requirements.

Leadership is responsible for providing the direction, resources, and oversight necessary to achieve these commitments and associated HSEQ Objectives. All employees and contractors are expected to contribute to the effective implementation of this Policy and to challenge non-compliant or ineffective practices.

We encourage all stakeholders to contribute towards the ongoing development and continual improvement of our HSEQ systems and performance.

APPROVED: 1 July 2026

Revision No: 2

This Policy will be reviewed every 12mths in our Management Review Meeting (MRM) to ensure its appropriateness, accuracy, and value.



Peter Walker
General Manager