

Variation to an Enforceable Undertaking between the Work Health and Safety (WHS) Regulator and Gladstone Ports Corporation Limited accepted on 8 August 2023

The following variation to the Enforceable Undertaking between the WHS regulator and Gladstone Ports Corporation Limited (GPC) is proposed:

Under:

- Term 3.2.1 - Gap Assessment of GPC's OHSMS against key findings of the Brady review – follow up audit report on the implementation of the recommendations:
 - Activities column - replace the wording for the follow up audit as follows:

GPC will also commit to engaging Bureau Veritas a third-party auditor to undertake a follow up audit on the implementation of the recommendations to ensure the intent of the recommendations are being achieved.
 - Minimum cost column – amend the total minimum cost and the cost breakdown for the follow up audit as follows:
 - Minimum cost - \$274,400
 - Cost breakdown:

\$8,000 for engaging Bureau Veritas to complete the follow up audit on the implementation of the recommendations completed at the time of the audit
 - Timeframes – amends the wording and extends the timeframe to allow for the audit to be completed and evidence provided as follows:

The follow up audit be conducted within 27 months of acceptance of this undertaking with a copy of the report and payment of the invoice for the audit provided to the OIR.
- Term 3.6.1 - GPC acknowledges the minimum spend for this undertaking will comprise of:
 - To reflect the above variation for Term 3.2.1, amend the minimum spend for 'Benefits to worker/others' and the 'Estimated total minimum spend for the undertaking' as follows:

Estimated total value of	Minimum spend
Benefits to workers/others	\$426,664
Benefits to industry	\$75,000
Benefits to community	\$49,440
OIR recoverable costs	\$9,450
Estimated total minimum spend for the undertaking	\$560,554

Variation Proposed



Jenelle Druce
Acting Chief Executive Officer
Gladstone Ports Corporation

.....25th August 2025.....

Variation Accepted



Donna Heelan
Deputy Director General
Office of Industrial Relations

.....10 SEPTEMBER 2025.....

Note: A copy of this approved (signed) Addendum is to be attached to a copy of the Enforceable Undertaking and should be made available to OIR when requested or during compliance audits.