

Variation to the terms of the Gladstone Ports Corporation Limited (GPC) Enforceable Undertaking (EU) accepted on 7 August 2023

A variation to the following term of the GPC EU is proposed:

- Under Term 3.3.1 – Scholarships for aspiring health and safety professionals**

Replace the entire term with the following:

Activities	Minimum cost	Timeframe
3.3.1 Scholarships for aspiring Health & Safety professionals GPC has become aware, through discussions with Queensland Universities, that the enrolment numbers for Health and Safety undergraduate studies are declining and current enrolments are very low. If current trending continues, availability of qualified and skilled Health and Safety professionals could be an emerging risk for all industries. As part of this undertaking, GPC will partner with Central Queensland University (CQU) to offer a scholarship program to eligible students completing undergraduate degrees in Occupational Health & Safety at CQU. The intent of these scholarships will be to assist successful applicants financially and practically in completing their undergraduate degrees. GPC will obtain agreement through CQU through a Memorandum of Understanding. The scholarship program will be flexible in nature such that it can cater for new or existing students and the level of interest from students each year. Scholarships will be \$8000 per year per successful applicant and may be offered as a one, two or three-year scholarship depending on number and quality of eligible applicants. CQU will have the discretion on successful applicants and how many scholarships they issue each year. As part of the scholarships, the successful applicants will also be able to complete any practical components of their studies at GPC's sites. GPC will provide the funding for the scholarships (refer to minimum costs) to CQU for distribution to the successful applicants based upon agreed criteria (i.e. successful completion of the previous semester, and continued enrolment in the upcoming semester) To promote this scholarship initiative and also help raise the awareness and pathways into the Health and Safety profession, GPC will develop a marketing campaign which could consist of: • promotion of the scholarship programs at career days for high school students; • promotion of the scholarship programs on the relevant university's websites and/or university-related social media; and • promotion of the scholarship programs on GPC's	\$48,000. (\$8000 per year per successful applicant) Breakdown of funding: -First year scholarships- \$24,000 -Second and third year scholarships- \$24,000 In the event that eligible applicants are not identified to fulfill the second and third year scholarships, CQU will utilise the funding for other OHS funding programs - \$24,000	GPC will develop and start implementing the marketing campaign for this initiative within 10 months of EU acceptance and continue with the marketing as needed. Evidence of the initial funding for the first scholarship year will be provided within 11 months of EU acceptance. Evidence of successful applicants to be provided within 21 months of EU acceptance. A summary of the scholarship program to date (number of eligible applicants, number of successful applicants received and details of other funding programs to be provided within 35 months of EU acceptance.

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.

	website, social media page and through GPC's monthly newsletter. In the event that eligible applicants are not identified to fulfill the second and third year scholarships included as part of this term (3.3.1), GPC will transfer \$24,000 to CQU to support OHS students through other funding programs such as: academic prizes, bursaries to assist students with travel for placements, or to purchase new safety gear and equipment. CQU will be requested to provide a breakdown to GPC on how this \$24,000 will be utilised. Benefits: • The intent of this initiative is to increase enrolment in Health and Safety undergraduate degrees to support the continuation of the Health and Safety profession and the contribution of the profession to health and safety in industry. • This initiative will also promote the Health and Safety profession generally to encourage students, undergraduates and graduates to join the profession in industry. Evidence that will be provided to OIR includes: • Copy of agreement or MOU between GPC and CQ • Copies of GPC's marketing material and evidence of delivery of the marketing campaign • Funding transfer to CQU (confirmation of payment) • Confirmation of completed selection process. • Summary of the scholarship program up to 7 July 2026, includes final payment of funds and number of eligible applicants, number of successful applicants received and details of other funding programs.		
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- **Under term 3.6.1 – GPC acknowledges the minimum spend for this undertaking will comprise of the:**

Replace the entire term with the following:

Estimated total value of	Minimum spend
Benefits to workers/others	\$426,664
Benefits to industry	\$49,000
Benefits to community	\$49,440
OIR recoverable costs	\$9,450
Estimated total minimum spend for the undertaking	\$534,554

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Variation Proposed

Andrew Johnson
Chief Executive Officer
Gladstone Port Corporation Limited

18 June 2026

Variation Accepted

Megan Barry
Deputy Director General
Office of Industrial Relations

28 July 2026

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