



## HEALTH AND SAFETY MANAGEMENT SYSTEM

### HEALTH AND SAFETY POLICY STATEMENT

In Forth Ports Limited, the continued protection of every person's health, safety and welfare who may be affected by our activities, is our primary objective and fundamental to the success of our organisation. Safety in the workplace and caring for each other is one of our organisation's core values. Through continued development of a SAFETY F1RST culture, we will drive safety as our primary objective through all business activities to provide our customers with a professional and efficient service.

This Policy demonstrates the Company's continued commitment to Health and Safety, and the responsibilities of our Executive Board. Our Policy will be periodically reviewed to ensure its suitability and effectiveness. Our Policy will be delivered through compliance with the Company's Health & Safety Management System, which is accredited to the ISO 45001 Management Standard.

All employees have a duty to comply with this Policy, its organisation and arrangements. Everyone must accept their individual responsibilities to ensure work is carried out safely, with no detriment to any other. Through our SAFETY F1RST culture we will actively engage with employees, stakeholders and industry bodies to share knowledge and learn lessons throughout our own organisation and beyond.

Compliance with this Policy through effective implementation of the Health & Safety Management System is an integral part of both management and employee defined responsibilities.

Our Key commitments are to:

- Provide sufficient resourcing to ensure that all reasonably practicable measures, designed to prevent incidents, injury and long term illness are identified and implemented;
- Communicate our standards and consult with employees to develop positive attitudes and promote appropriate behaviours;
- Produce and communicate objectives and action plans to continuously improve health and safety practice;
- Regularly review the Health and Safety Management System to ensure that business, legal and customer requirements are met or exceeded;
- Provide appropriate information, instruction, training and support to all employees;
- Facilitate an environment to allow anyone to raise safety observations and, if necessary to stop the job until any unsafe activities have been resolved;
- Consider climate change and the occupational risks brought by the effects of this external factor.

The Policy is consistent with our corporate policies and is available to the public and all interested parties.

Stuart Wallace

Chief Executive Officer

Paul Dale

Chief Operating Officer