



HEALTH AND SAFETY MANAGEMENT SYSTEM

HEALTH AND SAFETY POLICY STATEMENT

In Forth Ports Limited, we believe that a person's health, safety and welfare is paramount. Protecting the health, safety and welfare of our employees and everyone who may be affected by our activities is fundamental to the success of our business. Caring about the health, safety and welfare of each other is a core value of the company. Because of this, we see health and safety as integral to the services we provide. Doing any job safely is an essential part of doing that job professionally and serving our customers efficiently.

This Policy demonstrates the Company's commitment to Health and Safety, and is the responsibility of our Executive Board. It is periodically reviewed to ensure suitability, adequacy and effectiveness. It is delivered through compliance with the Company Health & Safety Management System, which is accredited to the OHSAS 18001 Occupational Health and Safety 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. We promote a positive health and safety culture within our business and engage with both employees and our supply chain to drive continual improvement.

Arrangements for delivery of the Policy are fully defined within the Company Health & Safety Management System. In summary, compliance with this Policy through effective implementation of the Health & Safety Management System is an integral and core part of both management and employee defined responsibilities.

Our Key commitments are to:

- Provide a sufficient, competent resource to ensure that all reasonably practicable measures, designed to prevent incidents, injury and long term illness are implemented;
- Communicate policy and consult with employees to develop positive attitudes and promote appropriate behaviours;
- Produce and communicate annual objectives and action plans to drive continual improvement in Health & Safety;
- Conduct regular reviews of the Health & Safety Management System to ensure that business, legal and customer requirements are met or are exceeded;
- Provide appropriate guidance, support and training for all employees; and,
- Appoint qualified H&S professionals to provide competent support and advice.

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

Charles Hammond

Chief Executive Officer

Stuart Wallace

Chief Operating Officer