

HEALTH, SAFETY AND WELFARE POLICY

Peel Ports Group operates as a statutory and competent harbour authority, licensing authority, port operator and a landowner in numerous locations around the UK and Ireland.

Peel Ports Group considers that the interests of the Group and its employees are best served by a positive and committed approach to Health, Safety and Welfare management. This approach will help to prevent work related injuries and ill health whilst also helping to ensure the continuing prosperity of the Group and its employees.

The Group recognises and accepts its responsibilities under the Health and Safety at Work Act 1974 and is fully committed to delivering on these responsibilities.

The Group is committed to creating robust Health, Safety and Welfare management systems offering protection to all parties who may be directly or indirectly affected by our operations. To assist us in fulfilling these objectives the Group requires that all parties identify workplace hazards ensuring that they are appropriately mitigated. Where workplace hazards have the potential to affect the health of our employees, we will conduct such health surveillance and screening as may be necessary to verify that our controls are effective.

It is the policy of Peel Ports Group to:

- Prioritise Health, Safety and Welfare matters during the decision making process and to promote good practice in the planning and execution of all work related activities;
- consult with employees on Health, Safety and Welfare matters, and in particular in the development and review of safe systems of work;
- provide and maintain appropriate PPE and welfare facilities for all port users;
- provide information, instruction and training regarding workplace hazards along with the mitigations available to control and eliminate them. Employees must execute tasks in compliance with statutory provisions and the Group's policies and procedures in such a way as to minimise the risk of injury and ill health;
- expect employees, contractors and visitors to comply with the Group's requirements in relation to Health, Safety and Welfare matters;
- commit to continuous improvement in Health, Safety and Welfare management and deliver these goals by setting plans, objectives and targets;
- monitor our systems which will be regularly audited to verify compliance and adherence to Group policies.

This Policy Statement applies to every employee and contractor of the Group. You should make yourself fully aware of its content, adhere to it at all times and support its implementation.

This policy will be reviewed at annual intervals.

A handwritten signature in black ink, appearing to read "Claudio V.", with a stylized flourish at the end.

Claudio Veritiero
Chief Executive Officer - Peel Ports Group

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