

# GROUP HEALTH, SAFETY AND WELFARE POLICY

Peel Ports Group (“the 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.

It is the responsibility of Management at all levels 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.

In support of the most appropriate outcomes, Management will also consult with employees on Health, Safety and Welfare matters, and in particular in the development and review of safe systems of work.

Employees will, in the course of their employment, receive 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.

Employees, contractors, other workers and visitors to the Group’s sites will be expected to comply with the Group’s requirements in relation to Health, Safety and Welfare matters.

The Group is committed to continuous improvement in Health, Safety and Welfare management and will deliver this goal by setting plans, objectives and targets. The delivery of our plans will be monitored and our systems will be continuously 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.

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.

For and on behalf of the Governance Committee,

**Mark Whitworth**  
CEO, Peel Ports Group



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