

MOBILE PHONE 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 ensuring the continuing prosperity of the Group and its employees.

We are committed to creating an environment of zero harm and ensuring that we all go home safe every day. We will achieve this by ensuring our employees remain alert to their surroundings, changing environment and conditions at all times when undertaking daily work activities, when driving on business and when driving or operating machinery at work.

We are committed to promoting improvements to safety, health, and wellbeing by:

- Complying with all legislation, regulations, codes of practice and other requirements relevant to our business and for the use of company vehicles on private and public roads.
- Only using private mobile phones/devices for non-work activities when in welfare areas (such as canteens, rest rooms) and during breaks from work.
- Using mobile phones/devices only for work activities (such as reporting incidents and accidents, recording safety observations, capturing evidence post incident) and only in permitted locations which have been designated as safe for this purpose and as covered in group and local site inductions.
- Not making or receiving calls, sending or reading texts or emails or otherwise using a mobile phone/device (whether hand-held or hands-free) while driving plant or operating machinery. For the avoidance of doubt this also applies to listening to music, checking social media and using other multimedia devices such as tablets or ipods.
- Not using mobile phones/devices in company vans, minibuses and cars when driving on our ports.
- When driving outside of our ports and on company business, planning your journey to include regular rest stops to take calls and check and respond to messages. If a call is required, this must be made handsfree (in accordance with legal requirements) and only for a short duration with follow up calls taken at the next rest break. Teams and conference calls must not be joined or made.
- Not using mobile phone / devices for work or private purposes whilst walking up or down the stairs
- Reporting instances of non-conformance and ensuring management investigate non-compliance with this policy; requiring appropriate action to be taken in line with the company code of conduct against those that fail to adhere to it.
- Regularly reviewing our standards, requirements and expectations as set out within this policy.

You can call the emergency services to report an accident or incident if you are unable to stop in a safe location.

This Policy applies to every employee, third party labour, visitor and contractor of the Group when working at Peel Ports or visiting our sites. 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

V1.4 - April 2025