



P0-03

Health and Safety Policy

Revision: 21/02/2025

1 PREAMBLE

P&O Ferrymasters also referred as “The Company” – means P&O Ferrymasters Limited and/or Unifeeder Shortsea – a business unit of Unifeeder A/S in the form of an agreement based joint venture between P&O Ferrymasters Limited and Unifeeder A/S and/or any other company or entity within the P&O Ferrymasters Holdings Limited Group, including any direct or indirect affiliate, subsidiary, joint venture and any agreement based joint ventures of any such company or entity.

This document applies to P&O Ferrymasters. The document should be consistently applied across the company unless it contradicts with country specific legislation.

2 DEFINITIONS

Health and safety refer to the measures and conditions aimed at protecting the wellbeing of individuals across P&O Ferrymasters organization. It encompasses practices, policies, and regulations designed to prevent injury, illness, or harm. This includes identifying and mitigating potential hazards, promoting physical and mental wellness, and ensuring compliance with relevant laws and standards.

3 PURPOSE

The purpose of a Health and Safety Policy is to outline an organization's commitment to maintaining a safe and healthy environment for all individuals involved, including employees, customers, contractors and visitors. It serves as a formal statement of the organization's objectives and principles regarding health and safety management.

Additionally, a Health and Safety Policy promotes a culture of safety awareness and accountability within the organization, fostering a positive work environment and enhancing overall productivity and wellbeing.

4 SCOPE

This policy is applicable to all P&O Ferrymasters production units, divisions, departments, locations, and employees.

5 POLICY

We are committed to caring for our people, customers, contractors, visitors, the communities in which we work and the environment.

Our goal is to make sure everyone goes home safe; the environment is protected and enhanced wherever possible and damage to property is avoided. Without a safe business, we have no business.

Our principles are critical to our success and enable Health, Safety and Environment (HSE) to be an integral part of our business.

5.1 Three Health, Safety & Environmental Pillars underpin all our activities:

- **Leadership and engagement:** As leaders, we inspire and lead the implementation of a culture that values Health, Safety, and the Environment at the core of our business. We will engage our people in the development of solutions and empower everyone to act.
- **Risk reduction and improvement:** We will proactively identify risks, plan, and act to eliminate and/or minimise risks that make our workplaces unsafe or harm the environment.
- **Commitments we live by:** We are all responsible for Health, Safety, and protection of the Environment in our workplace. This is a core value defined by fundamental behaviours that we live by every day.

5.2 To achieve our Health, Safety & Environmental Goals we:

- clearly define responsibilities and accountabilities, enable our people to address HSE issues and strive to ensure that HSE arrangements are adequately resourced

- implement effective HSE standards for our operations and our people along with a robust contractor management process to ensure HSE standards are maintained by our contractors and suppliers
- communicate effectively and transparently with our people, customers, contractors, suppliers and with others affected by our operations on HSE matters
- listen to our people, consult, and involve them in matters that affect Health, Safety or the Environment
- train and develop our people to enhance competency and capability, and provide them with the correct equipment to work safely and minimise environmental impact
- empower our people to make choices to eliminate risks and protect the environment using tools such as STOP WORK AUTHORITY and TAKE TIME TAKE CHARGE
- develop and implement effective contingency plans and train our people to minimise the consequences of any incident
- strive to continuously improve our Safety Management Systems, fulfil all regulatory and industry requirements, and meet the needs of our stakeholders

5.3 To continuously improve by:

- setting measurable and achievable targets aligned with our business strategy
- monitoring our performance and acting to meet our health, safety, and environmental objectives
- encouraging openness and ensuring transparency in the sharing of learning events and HSE performance data and engendering trust in the investigation of incidents
- proactively identifying and managing hazards and risks
- implementing programmes to protect and improve the health and wellbeing of our workers.

5.4 Policy enactment

P&O Ferrymasters implements this policy through the following measures:

- Publication of the Company HSSEQ Plan on the company intranet.
- Company Health, Safety and Environment procedures reviewed and communicated internally via the company intranet covering Workplace Safety, Display Screen Equipment, Fire Precautions, First Aid, Electricity, Noise, Hazardous Substances, Risk Assessment, Emergency Preparedness, Incident Reporting and Management, Personal Protection Equipment (PPE), Work Equipment, Lone working, Working at Height.
- Task and location risk assessments and supporting controls and procedures.
- Staff induction programme, including issues relating to HSE.
- HSE audited as part of PASS assessment programme.
- Incident investigation via HSE Applications
- Sharing of alerts and proactive safety information via bulletins and communications
- Occupational Health Programme for operational personnel and Wellbeing Programme

DOCUMENT INFORMATION CARD

ROLE	NAME	FUNCTION	
Writer/Editor	Paul FitzPatrick	General Manager Risk and Compliance	
Owner/Approver	Timm Niebergall	Chief Executive Officer	
First Issue	30/01/2023	Last Review	21/02/2025
Review Interval	12 months	Next Review	21/02/2026

DOCUMENT HISTORY

When	What	Who
30/01/2023	Document history added. Definition of POFMH and preamble added.	Jaroslav Rotter
30/01/2023	Review of the policy. Amendments to text: "Continuously improve section" including Proactively identifying and managing hazards and risks and implementing programmes to protect and improve the health and wellbeing of our workers.	Paul FitzPatrick
16/02/2024	Transfer to the new template due to new branding guidelines. Added Definitions, Purpose, and Scope. Changes to Preamble to include current business structure and terminology.	Jaroslav Rotter
21/02/2025	Change of the Owner/Approver from Jesper Uldbjerg to Timm Niebergall.	Jaroslav Rotter
21/02/2025	Review and content update. Changes in blue coloured font.	Paul FitzPatrick.

 Recoverable Signature

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Timm Niebergall
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Signed by: Timm Ulrich Niebergall