

## **P&O FERRYMASTERS LIMITED POLICY STATEMENT**

### **Social Responsibility**

P&O Ferrymasters recognises that its business must be conducted in a socially responsible way. We are committed to the achievement and maintenance of the highest standards in all aspects of our activities

The Managing Director, Bas Belder, champions this policy; his responsibility is to ensure that managers have the belief, competence and resources to implement the policy and achieve its aims.

Our staff in all countries are reminded that achieving and successfully maintaining the highest standards relies on everyone sharing responsibility for the commitments set out in this policy.

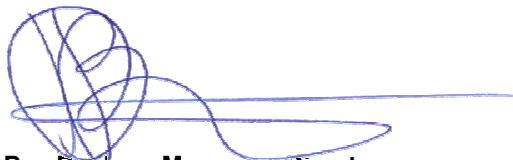
P&O Ferrymasters is committed to:

- Abiding by the laws of the countries in which it operates.
- Creating and maintaining a working environment in which the capabilities of all employees are developed and to provide competitive terms and conditions.
- Recognising and respecting the human rights, dignity and needs of all employees.
- Conducting its business with honesty and integrity and applying the highest ethical standards.
- Seeking to contribute to the well being and development of the communities in which it operates.
- Protecting and enhancing the health, safety and welfare of its staff and seeking to avoid or minimise any adverse environmental impacts.
- Building and maintaining open and effective two way communications on environment and community involvement.

In implementing this policy, P&O Ferrymasters will:

- Develop an understanding amongst staff of the issues of social responsibility.
- Ensure that the social, ethical and environmental implications of all investment decisions are considered.
- Review its procedures, if a material change in legislation or in the company's operation occurs.

The aspirations detailed in this Policy are neither fixed nor exhaustive. P&O Ferrymasters recognises that change can occur quickly and this policy will be reviewed at least annually in order to ensure that our stated intentions remain appropriate to the conditions within the communities in which we operate.



**Bas Belder – Managing Director**

**1 February 2010**