

## **P&O FERRIES DIVISIONAL HOLDINGS LIMITED**

### **POLICY STATEMENT**

#### **Health, Safety & Environmental (HSE) Protection**

We are committed to caring for our people, customers, contractors, 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.

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.

#### **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 to work safely and minimise our impact on the environment
- 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

#### **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, maintaining a “Just Culture”
- engaging with leading industry associations and being at the forefront of the development of industry standards
- reviewing this policy on an annual basis and adapting our strategies as the business evolves

David Stretch,  
Chief Executive Officer

**P&O FERRIES DIVISIONAL HOLDINGS BOARD – Health, Safety & Environmental Protection Policy | January 2021**  
*P&O Ferries Divisional Holdings Limited and its subsidiary undertakings means any company within the P&O Ferries Divisional Holdings Limited Group*

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**SafeTogether**