

QUALITY, HEALTH & SAFETY AND ENVIRONMENTAL POLICY STATEMENT

Scottish Fishermen's Federation (**SFF**), SFF Services Limited (**SFFSL**) and Marine Environmental Solutions Limited (**MES**) are committed to achieving and maintaining the very highest standards of QHSE. This includes a robust Integrated Management System which supports the ultimate goal of being the pre-eminent supplier of vessels and personnel within our area of expertise, to the benefit of our clients in offshore industries. ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 are recognised as important frameworks to achieve this goal.

The Organisation is committed to continually improving its QHSE performance by identifying, eliminating or mitigating hazards and associated operational risks to provide a productive and safe and healthy workplace for all personnel. The continuous measurement of results and implementation of improvements combined with the professional development of employees will enable the Organisation to meet its objectives and provide the best possible service to clients while protecting people and the environment. QHSE aims, objectives and targets are documented separately and have been communicated to staff.

The Board understand the expectations and requirements outlined in UK Legislation and whilst accountability remains at Board level, the responsibility for the identification of relevant legislation and management of QHSE on a day to day basis is delegated to the Senior Management Team and QHSE Manager. The Senior Management Team have a leadership role in ensuring compliance and overseeing the implementation and communication of this policy, and the Management Review process conducted by the Management Committee, is used to monitor the effectiveness of the management systems on a regular basis.

The effectiveness of this policy requires the participation and commitment of all staff and, where appropriate, subcontractors. Overall the Organisation shall:

- ensure adequate procedures are in place for the control of QHSE risks arising from the Organisation's undertakings and work activities to prevent injury or ill health or negative impact on the environment;
- comply with applicable legal requirements and any other requirements to which the Organisation subscribes;
- regularly consult with employees on matters affecting QHSE;
- provide suitable and sufficient information, instruction, training and supervision for employees to be competent to fulfil their tasks; and
- ensure all staff and visitors are sufficiently briefed with the requirement to comply and adhere to relevant control measures.

This policy statement will be reviewed on a regular basis, as a minimum annually, and is available on the Group websites, communicated to all staff as part of the annual QHSE Manual distribution and issued to all subcontractors conducting work on behalf of SFF, SFFSL or MES.

Signed:



Print: ELSPETH MACDONALD

Date:

12/01/2023

Position: CHIEF EXECUTIVE OFFICER