

Port of INVERNESS

HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT

INVERNESS HARBOUR TRUST Health and Safety Policy Statement

Our first priority is, and always will be, protecting those affected by our activities. We are totally committed to the continual improvement of our health, safety, occupational health, and mental wellbeing management and performance.

The Chair of the Board holds ultimate accountability for health and safety at Inverness Harbour Trust. We are committed to providing the resources required to establish and maintain documented management systems that effectively manage health and safety risks resulting from our operations on land and at sea.

These systems will identify, manage, and control risks, and be supported by setting, monitoring, and regularly reviewing appropriate objectives and targets. Furthermore, we are committed to the consultation and participation of our employees on matters affecting their health and safety.

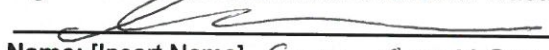
To achieve this, we will:

- Identify, assess, and mitigate all high-risk operational activities through a standardised Task Risk Assessment process, to be reviewed annually.
- Establish and maintain a Competency Assurance Matrix, ensuring 100% of all persons working under our control or on our behalf complete mandatory safety inductions and technical training prior to site access.
- Execute a rolling 12-month Emergency Response schedule, ensuring all safety and incident contingency plans are tested via live drills, and all incidents undergo root cause analysis within 48 hours.
- Collaborate with port users and tenants to produce a comprehensive 'Health, Safety, and Environmental Guidelines' document. This will ensure that all site rules, expectations, and safety procedures are clearly communicated to anyone operating or working within the harbour grounds.
- Cultivate a transparent, proactive safety culture led by management, ensuring 100% of staff, temporary workers, tenants, and visitors have accessible channels to report hazards, with all observations trended monthly and shared across the organisation to prevent incidents.

By acknowledging and implementing our moral obligations to the health, safety, and welfare of the people we look after, we will also comply with all applicable health and safety legislation, and other relevant requirements such as the Port Marine Safety Code.

The detailed organisation and arrangements for implementing this policy are found within the Inverness Harbour Trust Health and Safety Management System. This policy is available to the public and any interested party, and shall be communicated to any person working for or on behalf of us. It shall be reviewed annually.

Signed on behalf of Inverness Harbour Trust:


Name: [Insert Name] Cath Campbell
Position: Chair of the Board
Date: 12/6/2026