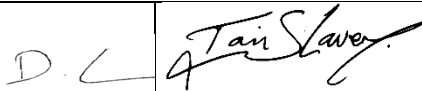


HEALTH AND SAFETY POLICY					
1	17 September 2025			Approval Date: 17/09/25	22 October 2025
Revision Status	Revision Date	Issuing Director	Chief Executive	Latest Executive Committee Review / Approval Date	Board Approved (Date)

Trinity House (TH) is committed to:

- Safeguarding and ensuring the physical and mental health, safety, and welfare of all employees, contractors, and stakeholders, both ashore and at sea; and
- Preventing human injury or loss of life.

We will maintain a proactive and positive safety culture that promotes openness, accountability, and continual improvement.

This Policy forms part of the TH Safety Management System (SMS) and applies across all operations ashore and afloat.

Our Commitments

Leadership & Culture: Lead by example and foster a safety-first culture where roles, responsibilities, and accountabilities are clearly defined and understood.

Safe Workplaces: Provide and maintain safe working environments, equipment, safe systems of work, and appropriate welfare facilities.

Risk Management: Identify and eliminate hazards where possible and reduce risks to as low as reasonably practicable through effective control measures.

Emergency Preparedness: Establish, maintain, and regularly test emergency response procedures across all operations.

Employee Empowerment: Encourage and support employees to stop unsafe work, report incidents, hazards, and near misses, and actively participate in risk assessments and safety improvements.

Learning culture: Analyse our safety data and create active feedback loops that improve our Safety Management System and working practices.

Training & Competence: Ensure all personnel receive appropriate training, information, and supervision to carry out their duties safely and competently.

Communication: Engage our employees and their representatives in changes to the approach to the health and safety of our people and those acting on our behalf.

Legal Compliance: Comply with the Health and Safety at Work etc. Act 1974, ISO 45001:2018, the ISM Code, and all other relevant health and safety legislation and standards.

Roles & Responsibilities

- Directors: Overall legal accountability for health and safety.
- Managers: Responsible for providing visible leadership, a safety-first culture allocate resources, and seeking compliance with policies and procedures.
- Designated Person Ashore: Ensure ISM Code compliance for vessels and marine operations.
- All staff: Health & safety is everybody's responsibility.