

Improving every journey



Delivery plan
Health and safety plan

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Executive summary

This Health and Safety Plan sets out how we at Caledonian MacBrayne (CalMac) will deliver a safe, compliant and resilient ferry service under the Clyde and Hebrides Ferry Services (CHFS3) contract. It reflects our commitment to the highest standards of health and safety and aligns with our obligations to Transport Scotland, our corporate values, and our wider operational priorities.

Safety is a core value across our organisation. This plan outlines how we will manage health and safety in a way that protects our employees, passengers, contractors and the communities we serve. It includes our approach to statutory compliance, governance, performance monitoring and continuous improvement — all underpinned by a mature safety culture and a robust management system.

We will deliver this through:

- A clearly defined health and safety policy, with board-level oversight and a nominated individual responsible for performance.
- Annual consultation with employees and recognised trade unions on the development and implementation of health and safety practices.
- A structured Health and Safety Plan that sets out statutory requirements, management systems, monitoring arrangements and accountability.
- A commitment to developing a zero-accident culture, supported by measurable performance indicators and benchmarking across the domestic ferry sector.

This plan is reviewed annually and updated as required to reflect changes in legislation, operational practice or stakeholder expectations. By embedding health and safety into every aspect of our operations, we will ensure our services remain safe, reliable and accountable to the communities we serve.

1. Introduction

At CalMac, safety is a shared responsibility across all levels of our operation. Our arrangements include a structured, multi-layered approach to monitoring compliance with health and safety regulatory requirements. This plan sets out how we will manage health and safety throughout the delivery of the Clyde and Hebrides ferry service, ensuring that risks are identified, assessed and controlled in a way that protects our employees, passengers, contractors and the wider community.

Our approach is grounded in statutory compliance, operational best practice and a commitment to continuous improvement. We operate a comprehensive health and safety management system that enables real-time reporting, structured audits and performance monitoring across our network.

This plan outlines how we will:

- Deliver safe and reliable services through robust health and safety governance.
- Meet all applicable statutory requirements and industry standards.
- Promote a proactive safety culture across our shoreside estate and fleet.
- Provide clear lines of accountability and leadership oversight for health and safety performance.



2. Health and safety policy

We are committed to maintaining the highest standards of health and safety across all aspects of our operations. Our Health and Safety Policy sets out our organisational intent, roles, responsibilities and arrangements for ensuring the wellbeing of employees, passengers, contractors and the wider community.

The policy is reviewed annually and is made available to all employees via our intranet. It is also displayed across our network and published on our website to ensure transparency for passengers and third parties.

Our policy framework is designed to:

- Meet all applicable statutory requirements and industry standards.
- Define clear roles and responsibilities at every level of the organisation.
- Support the delivery of safe, compliant and efficient ferry services.
- Promote a proactive safety culture across our shoreside estate and fleet.
- Enable continuous improvement through structured governance and performance monitoring.

The Health and Safety Policy is supported by our integrated management system and forms the foundation of our approach to risk management, operational assurance and legal compliance. It is aligned with the requirements of the CHFS3 contract and underpins the delivery of this Health and Safety Plan.

3. Aim and objectives

Aim

The aim of this plan is to set out how we will maintain the health, safety and wellbeing of all individuals affected by our operations as we deliver Clyde and Hebrides ferry services.

We are committed to meeting our legal obligations, fulfilling our moral and financial responsibilities, and embedding a proactive safety culture that supports continuous improvement across our network.

Objectives

Our health and safety objectives are structured around the Plan–Do–Check–Act methodology and are designed to ensure safe, compliant and efficient service delivery. These include:

- Identifying and complying with all current and emerging statutory requirements through our Occupational Health and Safety Legal Risk Register.
- Providing clear policies, procedures, manuals, risk assessments and work instructions through our integrated company management system.
- Using risk assessment as a core tool to identify significant hazards and implement suitable and sufficient controls.



- Ensuring safe equipment is provided, maintained and inspected in line with manufacturer guidance and statutory requirements where applicable.
- Controlling hazardous substances in accordance with legal standards and operational best practice.
- Providing safe workplaces for employees and safe infrastructure for passengers and third-party users, including means of access and egress.
- Ensuring employees are trained and competent for the work activities they undertake and are sufficiently supervised.
- Managing contractor activities through robust assurance processes and clear accountability.
- Encouraging and supporting employees and customers to report unsafe conditions, behaviours and acting promptly to address concerns.
- Facilitating regular consultation through safety meetings and HSSEQ Committee engagement.
- Conducting incident reviews thoroughly to identify learning outcomes and implement corrective actions ensuring any behavioural aspects are proportionate and aligned to Just Culture principles.
- Promoting a safe working environment with clear guidance on violence and aggression.
- Conducting regular inspections and audits to identify non-conformances and drive improvement.
- Continuously developing safety awareness, skills and behaviours across our shoreside estate and fleet.
- Promoting a zero tolerance and proactive approach to the prevention of all harassment.

Key Performance Indicators (KPIs)

We use the key performance indicators outlined in Table 1 to monitor performance, identify trends and support continuous improvement across all areas of our operation.

Table 1 – Key Performance Indicators

KPI	Target
Passenger Accidents per 100k Carried	≤ 2
Vehicle Accidents per 100k Carried	≤ 1.6
Near Miss to Accident Ratio	≥ 3
LTIFR – Lost Time Incidents per 1M Exposure Hours	≤ 3



KPI	Target
MAIB Reportable Accidents	≤ 5

4. Organisational structure

Delivering a safe and compliant ferry service requires clear lines of accountability, strong governance and a defined organisational structure that supports health and safety performance across all operational areas.

At CalMac, our health and safety governance is embedded at board level and cascaded throughout the organisation via our executive leadership and management teams.

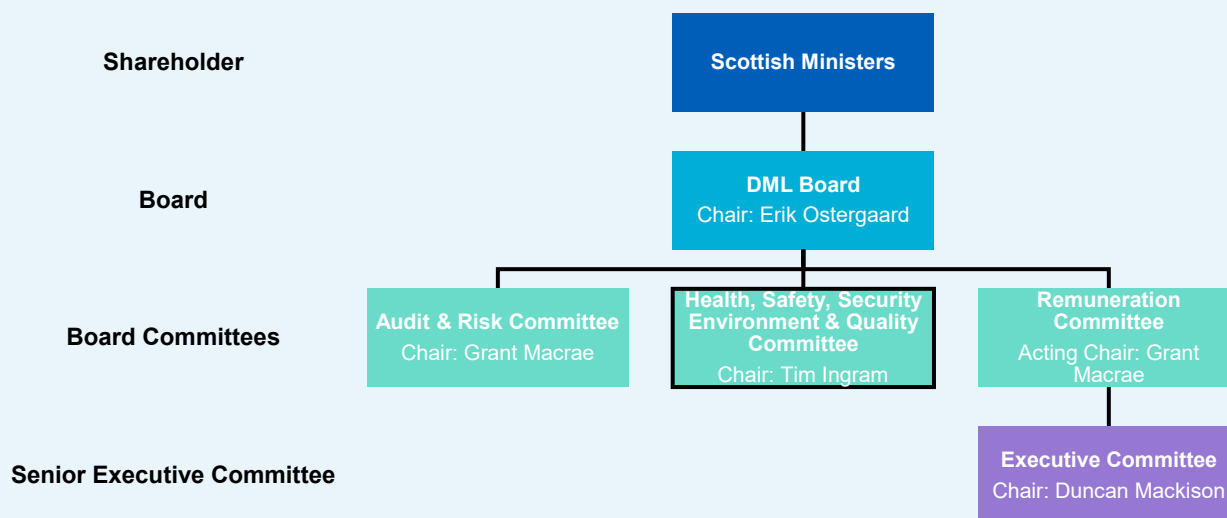
Oversight is provided by the Group Health, Safety, Security, Environment and Quality (HSSEQ) Committee, which includes Non-Executive Directors from the DML Board and is chaired by the Group HSSEQ Committee Chair (Figure 1). This committee has direct access to the CEO and provides assurance to the DML Board that health and safety is being managed effectively across the organisation.

The purpose of the HSSEQ Committee is to:

- Review and monitor adherence to formal health and safety policies and procedures.
- Assess the effectiveness and completeness of the health and safety policy framework.
- Provide assurance of performance to the DML Board.
- Review and approve (or recommend for approval) strategies relating to safe, healthy and secure operations.
- Monitor progress against strategic health and safety objectives.
- Escalate issues to the Board where necessary.
- Scrutinise systems and processes related to quality management.



Figure 1 – Governance Structures



The committee's remit excludes IT and data security, which is overseen by the DML Audit and Risk Committee.

Leadership and management

The Board of Directors is fully committed to ensuring effective health and safety management and takes responsibility for providing a safe, healthy and secure working environment for all.

This is achieved through:

- Delegating responsibility for implementation of the Health and Safety Policy to the Chief Executive Officer, Executive Directors, Heads of Department and all managers, along with ensuring all employees understand their responsibilities for their own safety and of those affected by their actions.
- Ensuring adequate resources are made available to support health and safety delivery.
- Embedding health and safety into the overall management culture.
- Promoting a positive safety culture through visible leadership.
- Appointing competent persons to apply health and safety legislation.
- Maintaining robust health and safety management systems for the assessment of risks and the effective planning, organisation, control, monitoring and review of the preventative and protective measures necessary to control the risks.
- Supporting employee development programmes that address the requirements for Health and Safety Management skills and knowledge.
- Encouraging open communication and feedback on health and safety matters.
- Recognising and rewarding good safety practices.



- Promoting a zero tolerance and proactive approach to the prevention of all harassment.

Operational accountability

Within the CalMac structure:

- The Standards and Performance Department sets overarching health and safety policies and standards, provides competent advice on maritime and land-based legislation, and manages the integrated audit programme.
- The Fleet Management Director is responsible for health and safety across vessels and shore support services.
- The Chief Operating Officer is accountable for health and safety across the network, including ports, harbours and food safety.

This structure ensures that health and safety responsibilities are clearly defined and consistently applied across all areas of the business.

5. Roles and responsibilities

Delivering a safe and compliant ferry service requires clear accountability for health and safety across all levels of our organisation. Our organisational structure ensures that responsibilities are defined, delegated and supported by appropriate resources and governance.

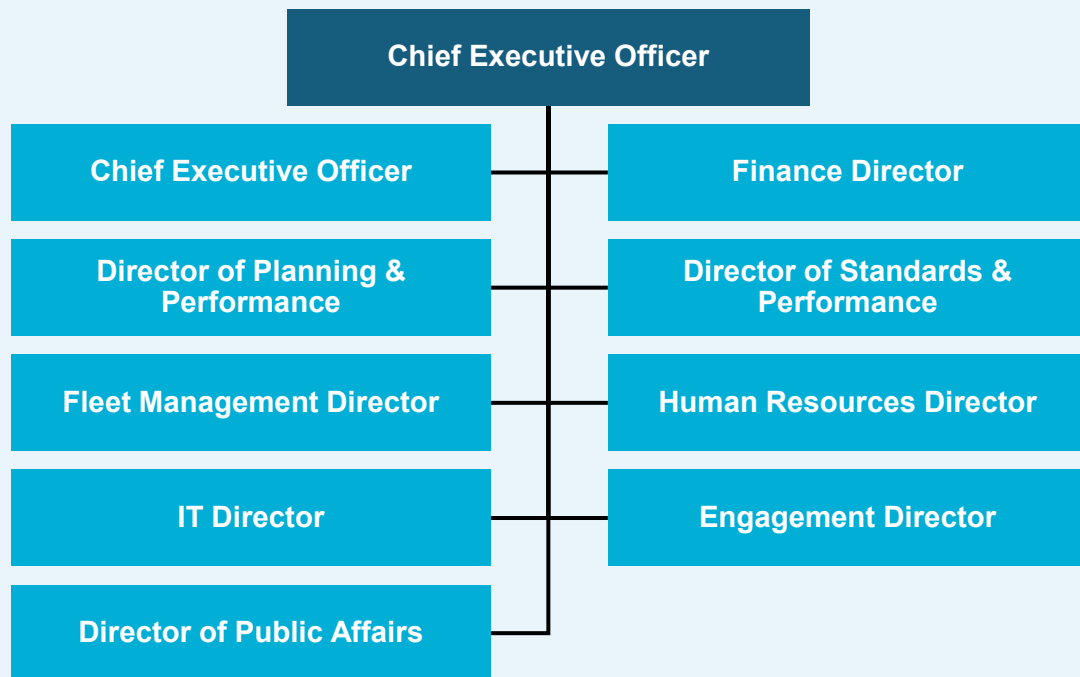
Chief Executive Officer

The Chief Executive Officer holds ultimate responsibility for ensuring the effective implementation of the Health and Safety Policy across the organisation. This includes:

- Delegating responsibility for policy implementation to Executive Directors, Heads of Department and senior managers (see Figure 2).
- Ensuring adequate resources are available to support health and safety delivery.
- Embedding health and safety into the overall management culture.
- Promoting a positive safety culture through visible leadership.
- Appointing competent persons to apply health and safety legislation.
- Maintaining robust health and safety management systems.
- Supporting employee development programmes that include health and safety training.
- Encouraging open communication and feedback on health and safety matters.
- Recognising and rewarding good safety practices.



Figure 2 – High Level Organisation Structure



Heads of department

Heads of Department are responsible for ensuring the health and safety of all employees within their respective areas. Their responsibilities include:

- Defining the organisational arrangements within their department for implementing the Health and Safety Policy.
- Ensuring adequate resources are allocated to support health and safety delivery.
- Demonstrating visible commitment to high standards of health and safety.
- Implementing management systems that support assessment of risk and the effective planning, organisation, control, monitoring and review of the preventative and protective measures necessary to eliminate or control the risks.
- Identifying and addressing training needs to ensure staff are equipped with the adequate skills and knowledge to undertake their work without risk to themselves or others.
- Promoting adherence to our Life Saving Rules.
- Promoting a zero tolerance and proactive approach to the prevention of all harassment.

All employees

Every employee plays a vital role in maintaining a safe working environment. All staff are expected to:

- Act with due care for their own safety and that of others.



- Cooperate with health and safety requirements and procedures.
- Use work equipment safely and in accordance with training.
- Report any work situation that may present a serious or imminent danger.
- Support and contribute to a positive safety culture and adhere to Life Saving Rules.
- Intervene to address unsafe behaviours or unsafe conditions.
- Use Stop Work Authority (SWA) to halt any activity that poses a risk.
- Report safety concerns, accidents and near misses promptly.
- Promote a zero tolerance and proactive approach to the prevention of all harassment in line with relevant company procedures and reporting requirements.

Standards and Performance Department

The Standards and Performance Department is responsible for:

- Setting overarching health and safety policies and standards.
- Providing competent advice on maritime and land-based legislation.
- Managing the integrated audit programme to ensure compliance.
- Supporting assurance activities across all operational areas.

This is managed through the organisation structure set out in Figure 3.

Figure 3 – Standards & Performance – HSQE Team Organisation Structure





Operational accountability

Health and safety delivery is embedded within the management line, with key responsibilities as follows:

- Fleet Management Director – accountable for health and safety across vessels and shore support services.
- Chief Operating Officer – responsible for safety across the network, including ports, harbours and food safety.
- Executive Directors – responsible for health and safety within their respective directorates.

This structure ensures that health and safety is a shared responsibility, supported by clear governance and operational oversight.

6. Meeting statutory requirements

We are committed to full compliance with all statutory health and safety requirements applicable to our operations under the delivery of Clyde and Hebrides Ferry Services (CHFS3). Our approach is structured, proactive and aligned with both statutory requirements of the UK and the International Maritime Organization (IMO).

Key statutory frameworks

Our compliance framework includes, but is not limited to, the following legislation and codes:

- Health and Safety at Work etc. Act 1974
- Merchant Shipping Act 1995
- Management of Health and Safety at Work Regulations 1999
- Merchant Shipping (International Safety Management Code) Regulations 2014
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- Safety Representatives and Safety Committees Regulations 1977
- Health and Safety (Consultation with Employees) Regulations 1996
- Code of Safe Working Practices for Merchant Seafarers
- Workplace (Health, Safety and Welfare) Regulations 1992
- Construction (Design and Management) Regulations 2015
- Control of Substances Hazardous to Health (COSHH) Regulations 2002
- Manual Handling Operations Regulations 1992
- Provision and Use of Work Equipment Regulations (PUWER) 1998
- Lifting Operations and Lifting Equipment Regulations (LOLER) 1998



- Fire (Scotland) Act 2005 and associated regulations
- International Maritime Organization (IMO) Conventions including SOLAS, MARPOL and STCW

A full list of all applicable statutory and regulatory frameworks are included Appendix 1. This list is not exhaustive and is supplemented by additional sector-specific regulations, Approved Codes of Practice (ACOPs), and guidance documents relevant to our operations.

Monitoring and updates

We maintain a subscription to a legal information service, which provides advance notice of legislative changes. Relevant updates are disseminated across the organisation and reflected in our Legal Register and management system documentation.

By embedding statutory compliance into our operational framework, we ensure that health and safety risks are effectively managed and that our services remain safe, lawful and accountable to both regulators and the communities we serve.

7. Health and Safety Management System

We operate a comprehensive Health and Safety Management System designed to meet all statutory requirements and support the safe delivery of the Clyde and Hebrides Ferry Services (CHFS3). Our system integrates policy, procedure, monitoring and benchmarking to ensure consistent performance across our network.

System components

Our Health and Safety Management System includes the following core elements:

- Occupational Health and Safety Legal Register – a live record of applicable legislation and compliance requirements.
- Health and Safety Policy – our statement of organisational intent, roles, responsibilities and arrangements.
- Health and Safety Plan – the operational framework for delivery under CHFS3.
- Group Management Manual (GMM) – overarching governance and control documentation.
- Health, Safety and Environmental Manual (HSEM) – detailed procedures and standards.
- Operating Manuals – tailored for vessel types and port operations, including:
 - › Major Ro-Ro and Passenger Vessels (MVOM)
 - › Small Ro-Ro and Passenger Vessels (SVOM)
 - › Passenger Only Vessels (PVOM)
 - › Workboat Vessels (WVOM)
 - › Port and Harbour Operations (PHOM)



- Risk Assessments and Work Instructions – activity-specific controls and guidance.
- PURE System – our in-house platform for:
 - › Incident reporting, incident review and recommendations.
 - › Audit management and corrective actions.
 - › Safety meeting documentation.
- Corporate Risk Register – strategic and operational risk oversight supported by risk reviews.
- Safety Culture Tools – including Talking Safety videos, Safety Information Notices and Life Saving Rules.
- Performance Monitoring – monthly safety reports, KPIs, trend analysis and quarterly safety digests.
- Integrated Audit Schedule – risk-based internal and external audits.
- External Forums and Benchmarking – including participation in the Domestic Ferry Safety Initiative.

Benchmarking and continuous improvement

We benchmark our health and safety practices through active participation in the Domestic Ferry Safety Initiative and port skills and safety, coordinated by the UK Chamber of Shipping. This forum enables us to compare performance, share learning and align with best practice across the sector.

By maintaining a structured and responsive Health and Safety Management System, we ensure our operations remain compliant, transparent and continuously improving — supporting the safe delivery of lifeline ferry services across Scotland's west coast.

8. Monitoring compliance

We apply a structured and multi-layered approach to monitoring compliance with our health and safety processes. Our assurance framework combines internal governance, operational oversight and external audit to ensure that health and safety standards are consistently met across all areas of the business.

Responsibility for monitoring compliance is shared across key roles:

- The Director of Standards and Performance leads the development of a systematic audit programme covering all components of the Health and Safety Plan.
- The Fleet Management Director, Chief Operating Officer and Executive Directors are accountable for operational delivery within their respective directorates.
- The Performance Assurance Manager, Harbour Standards Manager and Health, Safety and Environment Manager oversee verification and assurance activities.

Monitoring activities

Compliance is monitored through a range of structured activities, including:



Plan

Establish systems, processes and governance arrangements to ensure legal compliance, effective risk management and continual improvement of health and safety performance.

- Subscription to legal services for early notification of legislative changes.
- Supplier Relationship Management (SRM) and Supplier Quality Management (SQM) processes.
- Occupational health surveillance programmes.
- Planned emergency exercises and business continuity testing.
- Risk-based annual audit programme for vessels and the shoreside estate.

Do

Implement and operate the planned arrangements to manage health, safety, quality and environmental performance:

- Health and Safety Committee meetings (vessel and shore based).
- Vessel check-ins and shore compliance inspections.
- Incident reporting and investigation through the PURE system, including root cause analysis, HFACS and statutory reporting.
- Delivery of occupational health surveillance activities.
- Conduct of planned emergency exercises and business continuity tests.
- Engagement with suppliers through SRM and SQM processes.

Check

Monitor, measure and evaluate performance against requirements and objectives:

- Periodic senior management meetings focused on safety performance.
- HSSEQ Committee reviews and reporting to the DML Board.
- Standards and Performance departmental reviews.
- Internal and external audits aligned with the International Safety Management (ISM) Code.
- Risk-based annual audits of vessels and the shoreside estate.
- Vessel check-ins and shore compliance inspections.
- Monitoring of incident trends and performance data through the PURE system.
- Engagement with and audit by the Maritime and Coastguard Agency (MCA) to maintain:
 - › Document of Compliance (DoC)



- › Safety Management Certificates (SMC)
- External audits of the ISO 9001 Quality Management System.

Act

Review performance, identify opportunities for improvement and implement corrective actions:

- Management reviews to assess effectiveness, identify trends and agree corrective and preventive actions.
- HSSEQ Committee and Board reviews to drive continual improvement.
- Actions arising from internal and external audits.
- Actions arising from MCA audits and certification reviews.
- Lessons learned from incidents, near misses, emergency exercises and business continuity testing.
- Improvements identified through supplier performance reviews and quality management processes.

Outcome:

This comprehensive monitoring and review framework ensures that health and safety performance remains visible, measurable and subject to continual improvement, whilst providing assurance to Transport Scotland and other stakeholders that operations remain compliant, safe and fit for purpose.

9. Consultation with employees and trade unions

We are committed to maintaining open, structured and inclusive consultation with employees and recognised trade unions on all matters relating to health and safety. This approach reflects our wider commitment to fair work principles and collaborative governance.

Annual consultation

We will continue to consult annually with employees and trade unions on the development, implementation and performance of our health and safety practices. These consultations will be structured, transparent and inclusive, ensuring that all parties have the opportunity to contribute meaningfully to the continuous improvement of our safety culture.

Consultation framework

Our consultation process includes:

- Formal engagement with recognised trade unions at both company-wide and regional levels.
- Structured meetings with appointed safety representatives.
- Support from our Human Resources and Employee Relations teams to facilitate dialogue.



- Use of established internal communications channels to share health and safety performance updates.
- Opportunities for two-way feedback through safety committee meetings and employee forums.
- Joint communication of health and safety matters in partnership with trade unions.

We remain fully compliant with the Safety Representatives and Safety Committees Regulations 1977 and the Health and Safety (Consultation with Employees) Regulations 1996, ensuring that consultation is embedded into our operational governance.

Inclusive culture

Our approach to consultation is designed to support the development of a zero-accident culture. Employees are encouraged to identify hazards, assess risks and contribute to decision-making processes that improve safety outcomes. This is supported by clear accountabilities, defined performance indicators and a commitment to continuous improvement.

By maintaining structured and collaborative consultation with employees and trade unions, we ensure that our health and safety practices are informed by operational insight, aligned with workforce needs and accountable to the communities we serve.

10. Developing a zero-accident culture

We are committed to fostering a workplace culture where safety is a shared value and accidents are preventable. Our approach to developing a zero-accident culture is embedded across all levels of the organisation and is supported by structured initiatives, leadership visibility and measurable performance indicators.

Strategic commitment

We continue to build on previous safety initiatives to create an environment where:

- Safety is prioritised in every decision and action.
- Employees are empowered to report hazards and intervene when unsafe conditions arise.
- Leadership demonstrates visible commitment to safety.
- Performance is monitored and continuously improved.

Our strategy is aligned with the Domestic Ferry Safety Initiative, coordinated by the UK Chamber of Shipping. Through this forum, we benchmark our safety performance and collaborate with other operators to share learning and address common challenges. Participating members include NorthLink Ferries, WightLink, Red Funnel, Condor Ferries, Western Ferries, Hover Travel, Isles of Scilly Steamship Group and Shetland Islands Council Ferry.

Operational delivery

We will actively develop a zero-accident culture by consistently implementing the measures set out in Table 2:



Table 2 – Measures to meet a zero-accident culture

Requirement	Context	Measurement
Leadership Commitment and Visibility	Senior leaders actively participate in safety programmes and allocate resources to support safety initiatives	HSSEQ Board Committee, Executive meetings, safety tours, team meeting agendas, CEO messaging, CalMac values, onboard safety messaging
Safety Policy and Procedures	Clear procedures for hazard identification, risk assessment and incident reporting	Annual policy review, CMS document updates
Training and Education	Regular safety training tailored to roles, responsibilities and work activities	Corporate induction, Centre of Excellence, mandatory training, competency assessments
Open Communication	Employees are encouraged to report concerns without fear of reprisal	PURE incident reporting, safety meetings, Talking Safety, Just Culture
Employee Engagement	Staff participate in safety initiatives and contribute to continuous improvement	Safety conversations, leadership visits, committee meetings
Recognition and Reward	Safe behaviours are acknowledged and celebrated	Prezzee awards, HSEQ Committee recognition
Regular Safety Audits and Inspections	Hazards are identified and addressed through structured audits	Internal audit programme, external audits, corrective action tracking, trend analysis
Incident Reporting and Analysis	Incidents are reviewed and used to inform improvements	Compliance with PURE procedures, MAIB and RIDDOR reporting
Risk Assessment and Mitigation	Hazards are identified and controlled through robust assessment	Availability and quality of risk assessments, assessor training competency
Continuous Improvement	Policies and practices are reviewed and refined regularly	Governance of CMS, risk-based audit planning, Just Culture project (underway)

By embedding these practices into our day-to-day operations, we will continue to strengthen our safety culture and ensure that every employee feels supported, informed and empowered to contribute to a healthier and safer working environment.

11. Conclusion

This Health and Safety Plan sets out how we at CalMac will deliver a safe, compliant and resilient ferry service under the Clyde and Hebrides Ferry Services (CHFS3) contract. It reflects our



commitment to deliver against the highest standards of health and safety and aligns with our contractual obligations, operational priorities and corporate values.

Through structured governance, clear accountability and a mature safety culture, we will ensure that health and safety is embedded across all aspects of our operations — from strategic planning and statutory compliance to employee engagement and continuous improvement.

Our approach includes:

- A robust Health and Safety Management System.
- Defined roles and responsibilities at all levels.
- Annual consultation with employees and trade unions.
- Transparent performance monitoring and benchmarking.
- A proactive strategy to develop a zero-accident culture.

By maintaining strong committed leadership, inclusive consultation and a focus on measurable outcomes, we will continue to protect our workforce, passengers and communities while delivering a reliable public service.

This plan will be reviewed annually and updated as required to ensure it remains fit for purpose, responsive to change and aligned with the expectations of Transport Scotland and the communities we serve.



Appendix 1 - Applicable statutory and regulatory frameworks

Statutory and regulatory requirements

- Health and Safety at Work etc Act 1974
- Merchant Shipping Act 1995
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) Regulations SI 1997/2962
- Merchant Shipping (International Safety Management [ISM] Code) Regulations SI 2014/1512
- Merchant Shipping (Domestic Passenger Ships) (Safety Management Code) Regulations SI 2001/3209
- Management of Health and Safety at Work Regulations SI 1999/3242
- Merchant Shipping (Passenger Ships) (Safety Code for UK Categorised Waters) Regulations SI 2010/680
- HSG65 - Successful health and safety management (Third Edition)
- Ports and Marine Facilities Safety Code
- Health and Safety at Work etc. Act 1974 (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations SI 2015/1583
- Code of Safe Working Practice for Merchant Seafarers 2025 Edition
- Merchant Shipping (Watercraft) Order SI 2023/35
- Health and Safety (Enforcing Authority) Regulations SI 1998/494
- Health and Safety Information for Employees Regulations SI 1989/682
- Health and Safety (Consultation with Employees) Regulations SI 1996/1513
- Code of Safe Working Practices for Merchant Seamen, Section 12
- Safety Representatives and Safety Committees Regulations SI 1977/500
- ACOP L146: Consulting workers on health and safety (Second Edition)
- Insurance Act 2015
- Occupiers' Liability (Scotland) Act 1960
- Employers' Liability (Compulsory Insurance) Act 1969
- Employers' Liability (Compulsory Insurance) Regulations SI 1998/2573
- Merchant Shipping (Compulsory Insurance of Shipowners for Maritime Claims) Regulations SI 2012/2267
- Merchant Shipping (Carriage of Passengers by Sea) Regulations SI 2012/3152
- Employer's Liability (Defective Equipment) Act 1969



- Social Security (Claims and Payments) Regulations SI 1979/628
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) SI 2013/1471
- MSC/Circ.953-MEPC/Circ.372: Reports on marine casualties and incidents. Revised harmonized reporting procedures
- Merchant Shipping (Accident Reporting and Investigation) Regulations SI 2012/1743
- INDG453 - Reporting accidents and incidents at work (Revision 1)
- Health and Safety (First Aid) Regulations SI 1981/917
- Merchant Shipping and Fishing Vessels (Medical Stores) Regulations SI 1995/1802
- L74 - First aid at work (Third Edition)
- Merchant Shipping (Small Workboats and Pilot Boats) Regulations SI 2023/1216
- Working Time Regulations SI 1998/1833
- Merchant Shipping (Maritime Labour Convention) (Hours of Work) Regulations SI 2018/58
- Merchant Shipping (Boatmasters' Qualifications, Crew and Hours of Work) Regulations SI 2015/410
- Merchant Shipping (Standards of Training, Certification and Watchkeeping) Regulations SI 2022/1342
- Merchant Shipping (Maritime Labour Convention) (Survey and Certification) Regulations SI 2013/1785
- Merchant Shipping (Maritime Labour Convention) (Medical Certification) Regulations SI 2010/737
- Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers etc.) Regulations SI 2014/1613
- Children and Young Persons (Scotland) Act 1937
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Employment of Young Persons) Regulations SI 1998/2411
- Suspension from Work on Maternity Grounds (Merchant Shipping and Fishing Vessels) Order SI 1998/587
- Agency Workers Regulations SI 2010/93
- Personal Protective Equipment at Work Regulations SI 1992/2966
- Merchant Shipping and Fishing Vessels (Personal Protective Equipment) Regulations SI 1999/2205
- L25 - Personal protective equipment at work (Third Edition)
- Manual Handling Operations Regulations SI 1992/2793



- Merchant Shipping and Fishing Vessels (Manual Handling Operations) Regulations SI 1998/2857
- L23: Manual Handling (Fourth Edition)
- Corporate Manslaughter and Corporate Homicide Act 2007
- Health and Safety and Nuclear (Fees) Regulations SI 2022/1378
- Merchant Shipping (Inspections of Ro-Ro Passenger Ships and High-Speed Passenger Craft) Regulations SI 2023/984
- The Merchant Shipping (Counting and Registration of Persons on Board Passenger Ships) Regulations 1999/1896

Building and premises

- Terrorism (Protection of Premises) Act 2025
- SOLAS - Chapter I General Provisions
- Merchant Shipping (Safety and Navigation) Regulations SI 2020/673
- SOLAS Chapter II-1: Construction - Subdivision and stability, machinery and electrical installations
- Merchant Shipping (Load Line) Regulations SI 1998/2241
- Merchant Shipping (Ro-Ro Passenger Ships) (Stability) Regulations SI 2004/2884
- Merchant Shipping (Emergency Equipment Lockers for Ro-Ro Passenger Ships) Regulations SI 1988/2272
- Merchant Shipping (Passenger Ships on Domestic Voyages) Regulations SI 2000/2687
- Workplace (Health, Safety and Welfare) Regulations SI 1992/3004
- ACOP L24 - Workplace health, safety and welfare (Second Edition)
- Fire (Scotland) Act 2005
- Fire Safety (Scotland) Regulations SSI 2006/456
- Merchant Shipping (Musters, Training and Decision Support Systems) Regulations SI 1999/2722
- SOLAS - Chapter II-2 Fire protection, fire detection and fire extinction
- Merchant Shipping (Fire Protection) Regulations SI 2023/568
- Merchant Shipping (Fire Protection: Small Ships) Regulations SI 1998/1011
- Merchant Shipping (Emergency Information for Passengers) Regulations SI 1990/660
- SOLAS - Chapter III: Life-saving appliances and arrangements
- Resolution MSC.48(66)
- Merchant Shipping (Life-Saving Appliances and Arrangements) Regulations SI 2020/501



- Shipping (Life-Saving Appliances for Ships other than Ships of Classes III to VI(A)) Regulations SI 1999/2723
- Building (Scotland) Regulations SSI 2004/406
- Construction (Design and Management) Regulations SI 2015/51
- Electricity at Work Regulations SI 1989/635
- HSR25: Memorandum of guidance on the Electricity at Work Regulations 1989 (Third Edition)
- HSG85 - Electricity at work (Third Edition)
- Gas Safety (Installation and Use) Regulations SI 1998/2451
- ACOP L56: Safety in the installation and use of gas systems and appliances (Fifth Edition)
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Asbestos) Regulations SI 2010/2984
- Control of Asbestos Regulations SI 2012/632
- ACOP L143: Managing and working with asbestos (Second Edition)
- Smoking, Health and Social Care (Scotland) Act 2005
- Prohibition of Smoking in Certain Premises (Scotland) Regulations SSI 2006/90
- Health and Safety (Safety Signs and Signals) Regulations SI 1996/341
- L64: Safety signs and signals (Third Edition)
- Merchant Shipping and Fishing Vessels (Safety Signs and Signals) Regulations SI 2001/3444

Work equipment

- SOLAS - Chapter IV – Radio communications
- Health and Safety (Display Screen Equipment) Regulations SI 1992/2792
- L26: Work with display screen equipment (Second Edition)
- Lifting Operations and Lifting Equipment Regulations SI 1998/2307
- ACOP L113: Safe use of lifting equipment (Second Edition)
- Merchant Shipping and Fishing Vessels (Lifting Operations and Lifting Equipment) Regulations SI 2006/2184
- Provision and Use of Work Equipment Regulations (PUWER) SI 1998/2306
- Merchant Shipping and Fishing Vessels (Provision and Use of Work Equipment) Regulations SI 2006/2183
- ACOP L22: Safe use of work equipment (Fourth Edition)
- ACOP L112: Safe use of power presses (Second Edition)



- ACOP L117: Rider-operated lift trucks: Operator training and safe use (Third Edition)

Work activities

- Work at Height Regulations SI 2005/735
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Work at Height) Regulations SI 2010/332
- INDG401: Working at height (Revision 2)
- LA455: Safe Use of Ladders and Stepladders - a brief guide
- Resolution A.468(XII) Code on noise levels on board ships
- Control of Noise at Work Regulations SI 2005/1643
- Merchant Shipping and Fishing Vessels (Control of Noise at Work) Regulations SI 2007/3075
- L108: Controlling Noise at Work (Third Edition)
- Control of Vibration at Work Regulations SI 2005/1093
- Merchant Shipping and Fishing Vessels (Control of Vibration at Work) Regulations 2007 SI 2007/3077
- L141: Whole-body vibration (First Edition)
- L140: Hand-arm vibration (Second Edition)
- INDG242: Control back-pain risks from whole-body vibration (Revision 1)
- Confined Spaces Regulations SI 1997/1713
- Merchant Shipping (Entry into Dangerous Spaces) Regulations SI 1988/1638
- ACOP L101: Safe work in confined spaces (Third Edition)
- Resolution A.536(13) on the code for Diving Systems
- Diving at Work Regulations SI 1997/2776
- Merchant Shipping (Diving Safety) Regulations SI 2002/1587

Hazardous substances

- Control of Substances Hazardous to Health Regulations (COSHH) SI 2002/2677
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Chemical Agents) Regulations SI 2010/330
- ACOP L5: Control of substances hazardous to health (Sixth edition)
- EH40: Workplace exposure limits (Fourth edition)
- ACOP L8: Legionnaires' disease (Fourth Edition)
- Merchant Shipping (Work in Fishing Convention) Regulations SI 2018/1106
- Merchant Shipping (Crew Accommodation) Regulations SI 1997/1508



- HSG274: Legionnaires' disease: Technical Guidance (Second Edition)
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Biological Agents) Regulations SI 2010/323
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Carcinogens and Mutagens) Regulations SI.2007/3100
- Control of Artificial Optical Radiation at Work Regulations SI 2010/1140
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Artificial Optical Radiation) Regulations SI 2010/2987
- Guidance for Employers on the Control of Artificial Optical Radiation at Work Regulations (AOR) 2010 (First Edition)
- Carriage of Dangerous Goods and Use of Transportable Pressure Equipment Regulations SI 2009/1348
- Assimilated Regulation 1907/2006 on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)
- REACH Enforcement Regulations SI 2008/2852
- Merchant Shipping (Dangerous Goods and Marine Pollutants) Regulations SI 1997/2367
- Merchant Shipping (Carriage of Cargoes) Regulations SI 1999/336
- Merchant Shipping (Carriage of Cargoes) Regulations SI 2024/637
- Dangerous Substances and Explosive Atmospheres Regulations (DSEAR) SI 2002/2776
- ACOP L138: Dangerous substances and explosive atmospheres (Second Edition)
- Acetylene Safety (England and Wales and Scotland) Regulations SI 2014/1639
- INDG327: Take care with acetylene (Revision 1)
- Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations SI 1996/192
- Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations SI 2016/1107
- Dangerous Goods in Harbour Areas Regulations SI 2016/721
- L155: Dangerous Goods in Harbour Areas Regulations 2016
- Explosives Regulations SI 2014/1638
- Control of Electromagnetic Fields at Work Regulations SI 2016/588
- Merchant Shipping and Fishing Vessels (Health and Safety at Work) (Electromagnetic Fields) Regulations SI 2016/1026
- HSG281: Electromagnetic Fields at Work (First Edition)



United Kingdom acts

- Aviation and Maritime Security Act 1990 (c.31)
- Dangerous Vessels Act 1985 (c.22)
- Marine and Coastal Access Act 2009 (c.23)
- Marine Navigation Act 2013 (c.23)
- Merchant Shipping Act 1995 (c.21)
- Merchant Shipping and Maritime Security Act 1997 (c.28)
- Pilotage Act 1987 (c.21)
- Railways and Transport Safety Act 2003 (c.20)
- Shipping and Trading Interests (Protection) Act 1995 (c.22)
- Wreck Removal Convention Act 2011 (c.8)
- Merchant Shipping (Port Security) Regulations 2009
- Merchant Shipping (Vessel Traffic Monitoring and Reporting Requirements) Regulations 2004
- Road Traffic Act 1988
- Merchant Shipping and Fishing Vessels (Manual Handling Operations) Regulations 1998 (SI 1998/2857)
- Merchant Shipping (Small Workboats and Pilot Boats) Regulations 2023 (SI 2023/1216)
- Terrorism (Protection of Premises) Act 2025