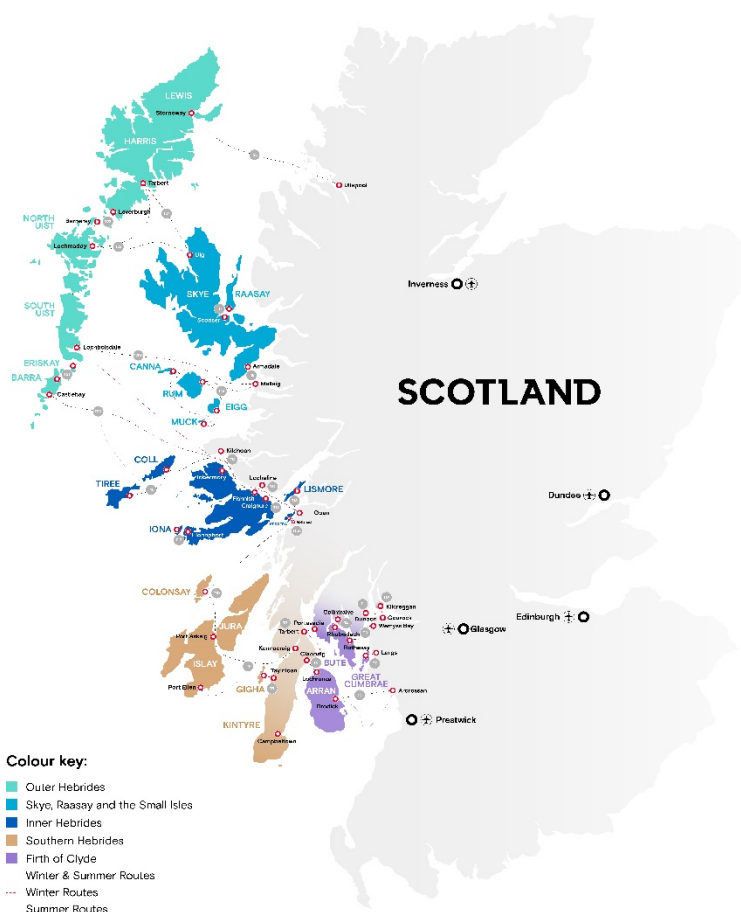




Health and Safety Policy

Policy No: SP0003

Effective Date	14 May 2018
Revision Number	7
This Revision Status	Final
Next Review Date	01 November 2024
Summary Purpose	Provide the Company Policy to support a safe environment.
Summary Scope	All employees, consultants, contractors, customers and visitors.
Policy Owner	Director of Standards and Performance
DML Board Approved	22 November 2022





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1. PURPOSE

Safety is a core value for all the companies in the David MacBrayne Group. It is paramount in every aspect of our business and at the heart of everything we do.

The Company (meaning David MacBrayne Limited, CalMac Ferries Limited, Caledonian MacBrayne Crewing (Guernsey) Limited and David MacBrayne HR (UK) Limited) is committed to providing a safe working environment for everyone.

We value the health, safety and wellbeing of every colleague, passenger, local community, contractor and business partner we employ or support.

2. SCOPE

This policy applies to all employees, consultants, contractors, customers and visitors.

3. POLICY

We will provide a safe environment by:

- Ensuring compliance with relevant health and safety legislation and industry codes including the Health and Safety at Work Act, the International Safety Management (ISM) Code, Work Boat Code, Domestic Safety Management Code (DSM) and the Port Marine Safety Code (PMSC).
- Promoting a culture where our colleagues record, share and act upon safety information to eliminate the causes of accidents
- Continually improving our risk-based safety management system
- Operating a Safety Committee to oversee the governance of health and safety.



3.1 Implementation

The Board of Directors in each business is committed to the effective management of health and safety across the Company and has a responsibility under this policy to deliver the safe working environment we all desire.

This will be achieved by:

- Encouraging adherence to our Life Saving Rules
- Incorporating control measures, identified through risk assessment, in our safe working procedures
- Providing adequate resources to fulfil our safety commitments
- Communicating and consulting with our employees about health and safety
- Providing occupational health and wellbeing services to our employees
- Celebrating and promoting good practice.

Every employee is encouraged and expected to:

- Comply with rules and procedures designed to make work safe
- Challenge unsafe behaviour at any level
- Bring unsafe situations to the attention of Management
- Report all safety accidents and near misses, to ensure that appropriate action can be taken.
- Provide your support and attention to make this policy a daily reality in our business.

Every line manager shall discuss this policy with their team.

4. DOCUMENT REVIEW

The Policy Owner is responsible for reviewing this document in consultation with other members of the Executive.

Notwithstanding above, all personnel have a responsibility to use this document critically and to forward any suggestions for its improvement through management line or use the [Feedback](#) function in the SharePoint Company Management System.



5. DOCUMENT CHANGE INFORMATION

The table below notes the changes made since the document was previously published.

Date of change	What changed	Who changed (title)	Who changed (name)
September 2022	Addition of DSM Code, branding updated	Head of Safety & Security	Will Lins
November 2022	Approval name change from Duncan Mackison to Robbie Drummond	Head of Safety & Security	Will Lines
17 October 2023	Policy title changed from HSQE 0003 to SP003 (ref OpEx organisation change 01 Oct 2023);branding template used – no other material content change.	Director of Standards & Performance	Louis de Wolff