



Health, Safety, Environment and Security Policy

Nothing is more important to us than the Health, Safety, Environment and Security (“HSE&S”) of everyone who works for us and with us, either directly or indirectly. It is critical to our business and we must be vigilant, disciplined and always look out for one another. When it comes to HSE&S, our motto is ‘I see it, I own it’.

This policy sets out our expectation that HSE&S is prioritised in all our activities. It applies to all employees, contractors, clients and other third parties across all our sites globally. It also provides a framework for governance to ensure we maintain the highest standards of HSE&S at James Fisher and Sons plc and all its affiliated companies (“the JFS Group”).

HSE&S is everyone’s responsibility, and everyone has the right to speak out or stop any work, without fear of retribution, if they believe any conditions to be unsafe.

To ensure the highest standards of safety and achieve an incident-free workplace, we:

- Ensure our operating processes across all locations comply with this HSE&S policy.
- Comply with all applicable laws, regulations and guidance.
- Promote a positive HSE&S culture to deliver performance improvements and continually reduce risk, eliminate hazards where possible and prevent injury and ill health.
- Develop and produce safe products and services in line with applicable legislation and regulations, internal policies, processes and guidelines, and product safety requirements that are set by our customers.
- Operate in a way that protects the environment from pollution and develops sustainable solutions to reduce carbon emissions and our overall environmental footprint.
- Share knowledge openly with our stakeholders, suppliers and competitors to raise the standards of HSE&S across the industry.
- Openly report our HSE&S performance, including proactive and reactive indicators.
- Continually improve the leadership climate, expertise, training and competencies within our organisation to ensure that nothing that we do compromises HSE&S.
- Set clear HSE&S objectives specific to our activities.
- Encourage consultation and participation of workers by recognising those who help to improve HSE&S performance.

Senior Management of each company within the JFS Group are accountable for ensuring implementation and compliance with this policy. All employees are trained to comply with this HSE&S policy and the associated relevant standards and procedures. Completion of this training is documented and recorded, and employees must acknowledge their compliance with the policy.

If procedures need to adapt to local requirements, the HSE team will draft new procedures and submit them for legal and Product Line Director approval in each country. Where global and local procedures differ, the most stringent rule will apply. The process to change HSE&S procedures is governed by the Head of Group HSEQ.

As part of our ongoing governance processes, we will monitor and measure HSE&S to ensure compliance with, and effectiveness of, our policies, standards, and procedures so that incidents do not recur. The policy will also be reviewed periodically.

Together, we will do our utmost to ensure the health, safety, environment, wellbeing and security of everyone who works with us.

Jean Vernet
Chief Executive Officer (CEO)
28th February 2023