HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL POLICY STATEMENT

Red Funnel is committed to protecting the health, safety, and wellbeing of our employees, customers, contractors, and the communities we serve, while safeguarding the environment and maintaining secure operations across all locations and vessels.

We operate a robust Integrated Management System (IMS) aligned with the requirements of the ISM Code, ISO 14001:2015, ISO 9001:2015 and applicable UK Health, Safety and Environmental legislation. Resources are allocated to ensure effective implementation, compliance, and continual improvement.

Our Commitments

Leadership and Culture

- Promote a "Just Culture" where individuals are empowered, accountable, and supported through training and open reporting.
- Foster ethical, safe behaviour beyond compliance, encouraging continuous learning and improvement.

Risk and Performance

- Apply a risk-based approach to reduce health, safety, security, environmental and marine risks.
- Prevent pollution and minimise our environmental footprint across all operations.
- Investigate incidents and near misses to identify trends and prevent recurrence, including mental health considerations.

Collaboration and Communication

- Build strong relationships with customers, contractors, and partners to uphold high safety and environmental standards.
- Ensure access to competent HSSE advice and share learnings across the industry.
- Benchmark performance and align with industry best practices.

People and Capability

- Invest in our people to build a responsive, knowledgeable workforce that supports a strong safety culture.
- Deliver ongoing education, audits, and training to drive continuous improvement.
- Provide a safe working environment with appropriate welfare, equipment, and systems of work.

Environmental Responsibility

- Comply with all relevant environmental and maritime regulations.
- Reduce emissions, waste, and protect the marine environment.
- Embed Environmental Social and Governance (ESG) principles into decision-making and report progress transparently.
- Maintain emergency preparedness in line with the ISM Code.

Responsibility and Governance

The Chief Executive Officer holds overall accountability for this policy.
Department Directors are responsible for ensuring its implementation across all locations.
All employees and contractors share responsibility for upholding this policy and integrating its principles into daily operations.

Name: Fran Collins – CEO

Signature:

Date: 17/12/2025