



**The Scottish  
Salmon Company**

## **HEALTH & SAFETY POLICY**

The Health and Safety of our employees is paramount. It is fundamental to provide a safe working environment for everyone and ensure we adopt a culture of continuous improvement and best practice. We take the responsibility of our employees' safety very seriously and adopt a proactive approach to health safety and wellbeing, engaging with industry bodies to shape our health and safety programme.

Line Managers will implement our Health and Safety protocols and give health and safety equal priority amongst all other business activities both ashore and aboard our vessels. We champion a culture of ownership where everyone in the organisation will take responsibility for their own health and safety, and that of everyone around them. We will regularly consult with our colleagues and representatives of employee health and safety, while encouraging participation to embed this culture of responsibility. It is our aim to be industry leading in health and safety best practice and innovation.

In line with our Health and Safety protocols, to ensure the safety of our employees as well as the people with whom the organisation comes into contact, we will seek to identify hazards and actively work to reduce their risks. We will seek to ensure that our vessels are maintained and operated by qualified personnel, and as a minimum, all our workplaces will comply with relevant health and safety legislation, and any other applicable standards, as well as meeting all requirements of ISO45001.

We will audit our workplaces to ensure these standards are maintained in line with our Health and Safety protocols and will seek to ensure that all employees have received the appropriate training, have the right tools and equipment to do their respective jobs safely and that they understand their own responsibilities. In addition, we will strive to continuously improve the safety management skills of personnel ashore and aboard vessels, including preparing for emergencies related both to safety and environmental protection.

We will set health and safety objectives for our business; these will be communicated openly and will be used to drive continuous improvement.

Health and safety is at the forefront of our decision-making processes and we will strive for improvement of our health and safety standards in all areas.

**Ian Laister**  
**Managing Director**  
**May 2022**