



Health, Safety and Environmental Policy

The Northern Lighthouse Board (NLB) is committed to the prevention of work related injury and ill health and the promotion of an instinctive culture throughout NLB. Any employee regardless of position, seniority or discipline has the right and duty to stop work where in their opinion, or judgement, an activity is deemed to be unsafe. Each one of us must take ownership for our actions to ensure the protection of the environment and pollution is prevented and that we, our fellow colleagues and others will not be harmed. This will be achieved and maintained through the participation of employees at all levels in the identification and assessment of hazards and the management of risk. Learning from incidents will be shared to prevent recurrence.

People are NLB's most valuable resource and excellent Health, Safety and Environmental (HS&E) standards will not only create the right conditions for individual team members to work in but also allow the organisation to excel in its overall performance. NLB will maintain an organisation which has the responsibilities of individuals for the effective control of HS&E clearly defined and, in line with occupational health and safety objectives, will actively encourage all employees to improve their health and safety at work. NLB will take an integrated approach to addressing its environmental impact and support sustainable development by controlling and influencing the way products and services are planned, designed and delivered. Together this will contribute to the prevention of operational activities from unintentionally having a negative impact on the environment.

The Chief Executive has overall responsibility for policy formulation, development and implementation. Additionally, the Board of Commissioners and Directors are also responsible for promoting and implementing the policy and will lead by example. All line managers have responsibility for implementing this policy. An appropriate number of competent HS&E Advisers will be retained to provide independent and authoritative advice to line management.

NLB will ensure that all employees are informed about the policy and the arrangements for carrying it out. NLB will consult with employees on the implementation of the policy and their own individual HS&E responsibilities and will provide appropriate training so that these responsibilities can be fulfilled.

Employees will have adequate welfare facilities and will only be set to work when safe systems of work have been prepared, safe plant provided and working environments assessed to ensure their safety with information and instruction on all of these given to those involved in the work. To mitigate against unforeseen events NLB is committed to eliminating hazards and reducing occupational health and safety risks by having appropriate control measures and, where relevant, developing and exercising emergency procedures.

NLB will liaise and co-operate with the appropriate authorities and comply with the relevant legislation. NLB will seek to continually improve upon minimum legal requirements via implementation of best practice and by adopting and continuously improving effective occupational health, safety and environmental management systems. NLB will align its business management processes with ISO 9001:2015, ISO 45001:2018, ISO 14001:2015 and the International Management Code for the Safe Operation of Ships and for Pollution Prevention (ISM Code).

NLB will regularly monitor and measure HS&E performance, to ensure that the requirements of latest legislation and standards are being met and management controls are working. The HS&E Policy will be reviewed regularly to ensure it remains relevant and effective and will be displayed in all offices, ships and is also available on NLB's Intranet and website.

Mike Bullock

Chief Executive

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