

VICTORIA GROUP

HEALTH & SAFETY POLICY STATEMENT OF INTENT

The objective of this policy is to attain and maintain high standards of health and safety performance throughout the Victoria Group (VG).

All persons conducting activities under the name of Victoria Group and its associated Ports will adhere to this Health & Safety Policy.

The Victoria Group will comply with the Health and Safety at Work etc. Act 1974 and Regulations subsequently laid under it and meet the standards required therein.

Hazards will be identified and the risk of injury, disease or dangerous occurrence will be minimised by the achievement and maintenance of high standards of health and safety. These standards will be achieved, so far as is reasonably practicable, by:

- Demonstrating a visible management commitment to high standards of health and safety performance and the promotion of a positive health and safety culture throughout the Group;
- Providing and maintaining a safe working environment that is without risk to health, together with adequate facilities and arrangements for the welfare of employees;
- Providing and maintaining plant, equipment and systems of work that are safe and without risk to health;
- Providing and maintaining means of access to and egress from the workplace that are safe and without risk;
- Having in place adequate arrangements for the regular assessment of work activities in order to identify related hazards and to control associated risk;
- Having in place effective systems to protect employees and other persons affected by Company activities;
- Having in place adequate arrangements to ensure safety and the absence of risks to health in connection with the use, handling, storage and transport of articles and substances;
- Providing such information, instruction, training and supervision as is necessary to ensure the health and safety of employees of the Group; and
- Obtain the co-operation of employees in enabling statutory obligations under health and safety legislation to be met.

Signed *Steve Marshall*

Date April 2024

**Director Responsible for
Health, Safety & Environment**

Review Date April 2025

VICTORIA GROUP

ENVIRONMENTAL POLICY & STATEMENT OF INTENT

The objective of this policy is to attain and maintain high standards of environmental performance throughout the Victoria Group. (VG).

All persons conducting activities under the name of Victoria Group and its associated Ports will adhere to this Environmental Policy.

It is the Policy of the Company to:

- Understand and comply with all applicable environmental and energy legal requirements;
- Adopt best available practice and seek to continually improve environmental performance;
- Protect the environment, by preventing pollution and contamination and minimising disturbance;
- Respond to incidents or emergencies quickly to reduce our impact on the environment;
- Reduce our CO2 emissions to meet Government targets and continue to work toward net zero 2050;
- Minimise the environmental impact by reducing, reusing and recycling waste;
- Promote efficient use of energy through monitoring and use of best technology practice;
- Raise employee awareness of the impact their activities have on the environment and encourage employee involvement in identifying areas for improvement;
- Maintain and review our Waste Management, Pollution Control and Major Accident Prevention Plans;
- Encourage environmental awareness with our Customers, Suppliers and Contractors; and
- Obtain the co-operation of employees in enabling environmental management legislation to be met.

Signed *Steve Marshall*

Date April 2024

***Director Responsible for
Health, Safety & Environment***

Review Date April 2025

