

It is the policy of Port of Cromarty Firth (PoCF), to conduct all business activities in such a manner to ensure the protection of our people and the environment whilst providing a service to clients which meets their needs and ensures satisfaction.

To achieve this PoCF has developed an Integrated Management System (IMS) which is based on the context of the organisation and the strategic direction of the company. This provides the framework for the IMS Objectives which have been set to ensure continual improvement and ensuring the IMS achieves its intended outcome.

PoCF Management shall demonstrate leadership and commitment in all aspects relating to the IMS and shall ensure the provision of all resources required (including premises, plant, equipment and safe systems) for the implementation, maintenance and continual improvement of the IMS.

PoCF is committed to:

- Providing a safe and healthy workplace
- Identifying hazards and reducing risks through the hierarchy of control
- Preventing work related injury or ill health
- Protection of the environment, through the Ports Net Zero Strategy along with the prevention of pollution through identifying risks associated with the aspects and impacts of Port activities
- The continual improvement of the IMS
- Compliance with all applicable legal, regulatory and other requirements
- The provision of sufficient direction, information, instruction, training and support
- Developing, leading and promoting a proactive culture supportive of the IMS
- Consulting and participating with workers, where they exist workers representatives and stakeholders
- Communicating the importance and effectiveness of the IMS

Each employee has a personal responsibility to comply with this policy and the requirements of the IMS including participating in its continual evaluation and improvement.

Approved: **Alex Campbell**  
Chief Executive Officer

Date: 8<sup>th</sup> January 2025

Signed: 