



Health and Safety Statement - 2026

This Health & Safety Policy applies to Salterns Marina, Salterns Brokerage, Salterns Chandlery, Salterns Boatyard, Offshore Performance, Golden Arrow Marine and Golden Arrow Technologies at all operating locations, collectively referred to as **Salterns Marina Limited (Ltd)**. Salterns Marina Ltd is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of all employees and to protecting the health and safety of customers, tenants, contractors, visitors and any other persons who may be affected by our activities.

We recognise that effective health and safety management is essential to successful business performance and are committed to maintaining high standards through leadership, consultation, cooperation and continuous improvement.

To achieve this commitment, Salterns Marina Ltd will:

- Comply with all relevant health and safety legislation, approved codes of practice and industry standards.
- Provide adequate resources, competent personnel, training, equipment and support to maintain safe operations.
- Identify hazards, assess risks and implement appropriate control measures to prevent injury, ill health, environmental harm and property damage.
- Provide and maintain safe workplaces, systems of work, equipment, vessels, lifting equipment and facilities.
- Ensure the safe use, handling, storage and transportation of materials, equipment and substances.
- Provide employees with suitable information, instruction, training and supervision.
- Consult and engage with employees on matters affecting health, safety and welfare.
- Investigate accidents, incidents, near misses and cases of work-related ill health, implementing corrective actions where required.
- Monitor, audit and review health and safety performance to drive continual improvement.

All employees are expected to:

- Take reasonable care of their own health and safety and that of others who may be affected by their actions.
- Co-operate with the Company in meeting legal and organisational health and safety requirements.
- Follow company procedures, risk controls, training and instructions.
- Use equipment and personal protective equipment correctly and safely.
- Promptly report hazards, unsafe conditions, accidents, incidents, near misses and health and safety concerns.

Contractors, berth holders, customers, visitors and others using or visiting Salterns Marina Ltd premises are required to comply with relevant health and safety arrangements and conduct their activities in a manner that does not place themselves or others at risk.

Overall responsibility for health and safety rests with the **Board of Directors**. Day-to-day responsibility for implementing this policy is delegated to the **Head of Health, Safety & Facilities, Shaun Gribben**, supported by line managers and nominated Safety Representatives throughout the business.

This policy will be communicated to all employees, made available to interested parties where appropriate and reviewed annually or sooner if significant changes occur within the organisation or its operations.

N J Smith
Managing Director