


IMS Document	<b>Policy Statement on Health and Safety</b>						
	Reference:	SAL-POL-001	Issue No:	01	Rev No:	05	
	Authorised by:	Chief Executive	Issue Date:	02/02/24	Rev Date:	13/09/24	

Shetland Aerogenerators Ltd is a local, family-run company that has pioneered clean energy in Shetland. Business activity covers the development, ownership, operation and maintenance of wind energy assets and energy sites in Shetland.

The company agrees that Climate Change is the most serious issue of our time. Achieving net zero will require changes that are unprecedented in their scale and scope, including changes to the way electricity is generated, how people travel, how land is used and how buildings are heated. Shetland Aerogenerators will operate to have a positive contribution to the energy transition.

With over 20 years' experience operating one of the world's most productive wind farms, Shetland Aerogenerators are uniquely placed to offer its expertise to customers whilst ensuring its commitment remains focused on its statutory obligation under the Health and Safety at Work Act 1974.

The company is dedicated to the protection of its employees and others, including members of the public, clients, and visitors, from harm during, or as a result of company activities and operations in line with the requirements of the ISO 45001:2018.

- The objective of this Policy shall be to ensure the provision and maintenance, so far as is reasonably practicable, of a working environment which is safe and healthy for all and to ensure that accident and incidents, which might result in loss, are investigated, appropriate actions determined, and control measures are adopted to ensure future recurrence are eliminated.
- All employees are required to give the Policy their full support and are encouraged to make positive contribution to the Company's health and safety performance.
- The Company shall identify suitability qualified personnel and provide sufficient information, instruction and additional training where appropriate.
- Managers and supervisors are expected to take the initiative in promoting a safe working environment and to ensure that risks are identified, mitigated and controlled.
- Any employee of the Company shall have the right to consult with, or seek advice from, the Company's Safety Managers, this may be in confidence.
- No employee or other person directed by the Company shall deliberately hazard himself, or another employee, or any other person, by acts and omissions whilst engaged on the Company's operations.
- No employee or other person directed by the Company shall, whilst engaged on the Company's operations, interfere with, or misuse, anything provided by the Company, or any other person or body, in the interests of Health, Safety or Welfare.
- The Company is fully committed to improving health and safety within the workplace and shall continue to endorse this through its Integrated Management Systems by reviewing its objectives and targets regularly, monitoring their performance, effectiveness and adopting any outcomes.
- This Policy shall be reviewed regularly, and any updated information shall be relayed to employees through the various channels and displayed where appropriate.
- This Policy shall be made available to all interested parties.

Signature: 

**Name:** David Thomson

**Title:** Chief Executive

**Date:** 13<sup>th</sup> September 2024