



Occupational Health and Safety Policy

Collaborative Environmental Advisers Limited (CEA) is a consultancy specialising in environmental and consenting support for energy projects and developments with marine and intertidal components. We provide advice and services at all stages of project development from planning through to operation.

It is the policy of CEA to uphold the highest standards of occupational health and safety in all aspects of its work, ranging from individual employees' work environments to the recommendations provided as project consultants.

To achieve this, CEA is committed to:

- Upholding the highest standards of occupational health and safety, including but not limited to the provision of safe and healthy working conditions for all employees, the prevention of work-related injury and ill health, and in line with our consultancy work providing advice to developers of energy projects.
- Eliminating occupational health and safety hazards and reducing risk with the creation and regular review of appropriate risk assessments applicable to all work-related activities.
- Maintaining an effective Occupational Health and Safety Management System in compliance with BS EN ISO 45001:2018.
- Continually searching for opportunities to improve the effectiveness of the Occupational Health and Safety Management System.
- Establishing Occupational Health and Safety Objectives that are monitored and regularly reviewed by the Leadership Team at management review meetings.
- Ensuring that all employees understand and commit to CEA's occupational health and safety standards as part of the induction process and through continual learning, consultation, participation and communication within the company.
- Comply with legal requirements in all aspects of our work.
- Communicating this Occupational Health and Safety Policy and all information and documentation associated with the Occupational Health and Safety Management System to our employees to ensure complete understanding of both the Management System and the company Occupational Health and Safety Objectives.
- This Occupational Health and Safety Policy shall also be freely available to interested parties on the CEA website.

This Occupational Health and Safety Policy is subject to periodic review.

Signed

Lisa Jones, Managing Director, Collaborative Environmental Advisers Limited

Date: 14 August 2023