



PoA-MSMS-09-Plan-001

**Ports & Marine Facilities Safety Code
Marine – Safety Plan**

Revision 00 – March 2026

Ports & Marine Facilities Safety Code &
A Guide To Good Practice

Port of Aberdeen

Marine – Safety Plan

Reference: PoA-MSMS-09-Plan-001

| Version | Date | Originator | Authorised | Comments |
|---------|------------|------------|------------|---|
| 00 | 27.03.2026 | BM | RJ | Issued for Aberdeen Harbour Board Executive Director Review & Approval. |
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Marine Safety Plan

2026 ~ 2028

Introduction

The Ports and Marine Facilities Safety Code – Section 9.0

Plan:

Organisations must publish a marine safety plan showing how standards in the Code will be met and produce a report assessing performance against that plan at least every three (3) years.

The Duty Holder is responsible for ensuring compliance with the relevant parts of the Code. To ensure they are effective, the Duty Holder must:

- *ensure that the management of marine safety continuously improves by publishing a marine safety plan and reporting against the objectives and targets set and performance against the MSMS on an annual basis.*

The Port and Marine Facilities Safety Code – Section 9.0 – (excerpt):

9. Plan

Publication

9.1 *To demonstrate commitment to marine safety and to ensure the involvement of harbour users, all organisations should produce a marine safety plan.*

9.2 *The marine safety plan should illustrate how policies and procedures will be developed to satisfy the requirements of the Code.*

It should:

- *commit the organisation to undertake and regulate marine operations in a way that safeguards the harbour / facility, its users, the public and the environment;*
- *refer to commercial activities, the efficient provision of specified services and the effective regulation of vessels including near miss reporting; and*
- *explain how commercial pressures will be managed without undermining the safe provision of services and the efficient discharge of its duties.*

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**PORT OF
ABERDEEN**
EST. 1136

PURPOSE

To create prosperity for generations

VISION

To become UK's first net zero port by 2040, offering world class facilities and services, at the heart of the nation's energy transition efforts

MISSION

Connect our customers to what they need, where and when they need it, through operational excellence, sustainability, and innovation

STRATEGIC PRIORITIES

| | | | | | |
|---|--|--|--|--|---|
|  |  |  |  |  |  |
| Customers & Growth | Land, Facilities & Assets | Environment | People & Culture | HSSQ | Stakeholder Engagement & Communication |
| <p>Grow and diversify the port's business, providing safe, efficient, quality services to existing and prospective customers.</p> | <p>Develop and make best use of our land, facilities, and other assets in line with Port of Aberdeen's development goals to support operational excellence and growth for the Port and our stakeholders, whilst maintaining sufficient reserves to allow for unexpected changes in the business environment.</p> | <p>Achieve net zero by 2040 by leading in environmental stewardship and sustainability, facilitating innovation and energy transition solutions.</p> | <p>Develop and invest in our people so they are empowered with the values and capability to create and deliver prosperity for generations.</p> | <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> | <p>Continue to strengthen the influence of Port of Aberdeen among local, regional, and national stakeholders as a recognisable and trustworthy catalyst for the growth of energy, trade, and tourism.</p> |

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Our SHEQ Policy



The health and safety of our people, protection of the environment, and the highest standards of quality are central to our organisation and underpin our commitment to Zero Harm.

Zero Harm is designed to embed a culture where the prevention of injuries to our employees, and port users who may be impacted by our work, is the highest priority in everything we do. Port of Aberdeen has established and implemented an Integrated Management System (IMS) which is maintained to support the strategic direction of the business and conform to all compliance, legal and other applicable obligations. This policy is a commitment by top management and is supported by the IMS, which is certified to ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.

Safety, health, environment, and the upholding of the quality standards is everyone's responsibility at Port of Aberdeen. We will provide the necessary information, instruction, training, supervision, and resource to implement and maintain our documented and certified management systems that ensure the safety and health of our people and that of others, as well as minimising and controlling the impact of our operations on the environment in which we work.

These systems identify, manage, and control risks and are supported by setting, monitoring, and regularly reviewing our objectives and targets.

We will:

- Ensure this policy and the objectives are communicated through our organisation and openly with our stakeholders and interested parties to ensure an understanding our SHEQ policies, standards and performance.
- Develop innovative solutions and working practices to achieve our 2040 net zero target.
- Communicate with employees and our representatives of employee safety, ensuring consultation and participation.
- Anticipate and meet the needs and expectations of interested parties; to promote relationship management to improve the quality of the services, and customer experience.
- Eliminate hazards and reduce occupational health and safety risk, as well as implementing opportunities to improve the health and safety of our employees.
- Consider the environmental impacts of our activities from purchase to end-of-life, and work to control or influence these impacts.
- Ensure our employees and contractors are competent before they start work and support them in their duty of care to themselves, to others and to the environment.
- Prepare, maintain and rehearse contingency plans for responding to adverse events and ensure such events are properly investigated and learnings shared.
- Have regard to the conservation of species and habitats, pollution prevention, the reduction of waste and the more efficient use of energy and other resources.
- Actively participate in sharing best practice amongst our industry and other port users.
- Commit to achieving customer, statutory and regulatory requirements that meets, or exceeds, our customers' expectations and requirements.



Bob Sanguinetti - Chief Executive
05 January 2026

This policy is available to the public, and to any interested party, and shall be communicated to any person working for or on behalf of Port of Aberdeen. It shall be reviewed annually.

POA-SHEQ-POL-001 – V13

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Marine Safety Management System



The Ports and Marine Facilities Safety Code (April 2025) – Ten (10) Key Measures

- PoA-MSMS-01 – Duty Holder;
- PoA-MSMS-02 – Designated Person;
- PoA-MSMS-03 – Legislation;
- PoA-MSMS-04 – Duties & Powers;
- PoA-MSMS-05 – Risk Assessment;
- PoA-MSMS-06 – MSMS;
- PoA-MSMS-07 – Review & Audit;
- PoA-MSMS-08 – Competence;
- PoA-MSMS-09 – Plan;
- PoA-MSMS-10 – Conservancy Duty.

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Introduction

Port of Aberdeen is a Trust Port and is the oldest business in the UK having been established in 1136. It is Scotland's Largest Berthage Port and is both a national and international strategic asset, offering world-class infrastructure and seamless logistics to customers in the energy, cargo, cruise and ferry sectors.

With decades of experience, our port and marine facilities, services, and commitments set us apart and add value to the operations that we actively support.



Our strategic priority is to increase and diversify port business, providing optimised and environmentally-sound services to existing and prospective customers and stakeholders.

The South Harbour allows Port of Aberdeen to offer unparalleled capacity to support projects of all sizes and requirements. This facility is attracting vessels and project activity that would have previously sailed past the city, often destined for a European port, capable of handling their requirements.

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Vessel Types

Services and types of vessels that operate and which are handled within the port include, but may not be limited to:

- ❖ Dry-docking (up to 112.0m (LOA)) and ship repair facilities;
- ❖ Handymax Bulk Carriers;
- ❖ Cruise Vessels (up to 300m (LOA));
- ❖ Northern Isles Ferry Service;
- ❖ Domestic & International Ro-Ro;
- ❖ Coastal Tankers;
- ❖ Coasters & General Cargo Vessels;
- ❖ Offshore Support & Service Vessels (Project / Anchor Handling & Tug Supply (AHTS) / Supply / Emergency Response and Rescue (ERRV));
- ❖ Research & Survey – incl. Seismic;
- ❖ Dredgers;
- ❖ Naval & Military Vessels;
- ❖ Marine Scotland – Marine Patrol Vessels (MPVs);
- ❖ Northern Lighthouse Board;
- ❖ Jack-up Offshore Installations;
- ❖ Jack-up Offshore Renewables (Operations & Maintenance);
- ❖ Service Operation Vessels (SOVs);
- ❖ Barges;
- ❖ Towage & Tug assets;
- ❖ Casualty Vessels;
- ❖ Crew Transfer Vessels (CTVs);
- ❖ RNLI – Lifeboat;
- ❖ Sea Cadets – TS Scylla;
- ❖ Fishing Vessels (Pots / Creels / Trawlers);
- ❖ Recreational Port Users / Visitors – yachts; super-yachts and Tall Ships.

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Modern Infrastructure

- ❖ Over 7,600 metres of quayside with expansive laydown areas and ultra heavy-lift capability up to 140 tonnes / square metre, offering optimal berthing solutions from quick turnarounds to long-term projects.
- ❖ Capacity and capability to accommodate large vessels up to 300 metres in length, with 2,800 metres of deep-water berthage to a maximum depth of -14.8 metres (mean high water springs).
- ❖ An integrated logistics and services hub offering customers streamline cargo handling operations, warehousing, customs clearance, freight forwarding, and transportation, to optimise the flow of goods, reduce costs, and enhance efficiency.
- ❖ The South Harbour hinterland presents significant opportunities for new facilities to locate adjacent to or near the port, further improving logistics and efficiency for these developments.

Skilled Workforce and Supply Chain

- ❖ Our people have the skills, knowledge, and experience to identify and deliver flexible, customer-centric solutions.
- ❖ Engaging early with our expert port team can unlock value throughout a project's lifecycle.
- ❖ Extensive network of readily available resources, experienced suppliers, and skilled workforce across the region can reduce lead times and project costs

Strategic Location

- ❖ Close proximity to offshore energy projects enables efficient transportation and reduced logistical costs.
- ❖ Direct access to major shipping routes ensures global connectivity to more than 40 countries.
- ❖ Well-developed road, rail, and air connections enable seamless transportation and logistics for personnel and equipment to and from the port.

Quality Service

- ❖ We provide a safe, high-quality, and responsive service to our customers.
- ❖ Our professional, flexible, and value-adding solutions minimise risk and project costs.

Strong Safety Focus

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- ❖ We prioritise protecting people across the port estate and our facilities.
- ❖ Our robust safety culture, performance, and processes reduce the potential for accidents.

Delivering Decarbonisation

- ❖ Our net zero strategy ambitiously targets net zero emissions across scope 1, 2, and 3 by 2040.
- ❖ Significant commitments for investment in green infrastructure, such as shore power and future fuels, will reduce the carbon footprint of both the port and its customers.
- ❖ As a leading port for maritime decarbonisation, we offer opportunities for strategic partnerships and collaboration on innovative green projects.

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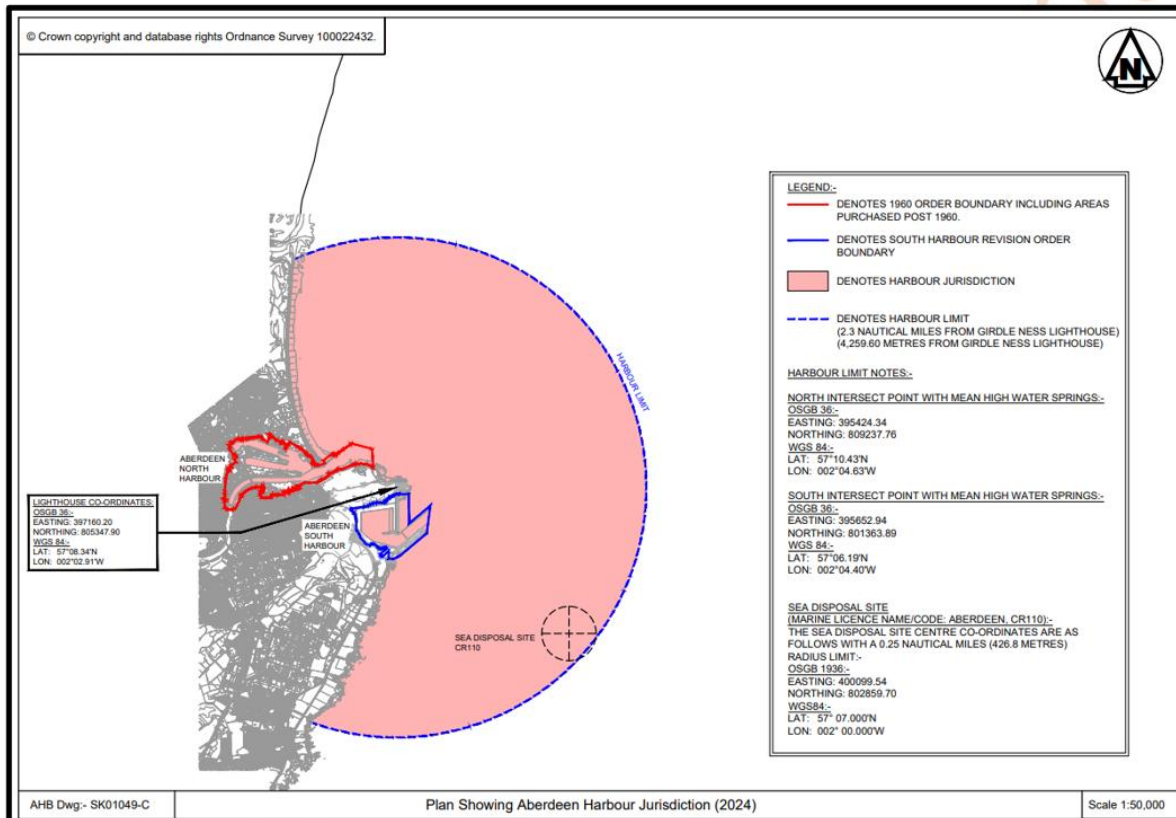
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Port of Aberdeen – Port and Marine Facilities

Aberdeen Harbour Board, trading as 'Port of Aberdeen', is the Statutory Harbour Authority (SHA) for the port and Statutory Harbour Area of Aberdeen.

The Harbour comprises the port and harbour of Aberdeen as defined in Section 52 of the Aberdeen Harbour Order (Confirmation) Act 1960 as amended by The Aberdeen Harbour Revision Order 2016, comprising the harbour and all that area below the level of high water within a radius of 2.3 nautical miles from Girdle Ness Lighthouse at Aberdeen (which is located at latitude 57°08.34'N and longitude 002°02.91'W).



Port of Aberdeen has statutory responsibility for marine related activities and navigation within the area as outlined and detailed above; and for the safe, effective and efficient operations and maintenance of their marine facilities. Facilities should be fit for purpose and are to be maintained in a state of readiness, regularly and pro-actively and held in a good state of repair. Any vessel using our port facilities should be able to do so safely.

Within the port district and limits – vessel and watercraft movements are controlled and are managed 24-hours a day by Aberdeen Vessel Traffic Service (VTS) located in the Marine Operations Centre (MOC) on the North Breakwater.

Both harbours are accessible at all states of the tide. Length and or beam and draught restrictions may however be applicable; this dependent upon vessel principal dimensions, state of the tide, weather and environmental conditions, vessel type and associated manoeuvring capabilities – e.g. jack-up offshore installations and larger deep draughted commercial vessels.

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The North Harbour channel depth of 6.0m (minimum) below chart datum is actively maintained throughout the year; and for South Harbour the channel depth of 10.5m in the outer area and 9.0m below chart datum in the inner.

Aberdeen Harbour Board, trading as 'Port of Aberdeen' is the Competent Harbour Authority (CHA) for the port and harbours of Aberdeen pursuant to the Pilotage Act 1987 (as amended by the Marine Navigation Act 2013). The port as CHA has under this said Act made provision and offers a Pilotage Service to secure the safety of ships navigating within the District – pilotage is compulsory for particular vessels as detailed in the Port of Aberdeen Pilotage Directions – December 2024.

A Licensed Towage Provider has been authorised and has been appointed for the provision of harbour towage and associated services within the Port District.

Conservancy requirements are actively carried out and are supported by way of the Port of Aberdeen Hydrographer in close collaboration with the Marine, Operational and Engineering Teams. The harbours are to be maintained in a fit for use condition for vessels to utilise these safely. Survey and hydrography activities are carried out by way of an MCA Coded Workboat which is owned and operated by the Port Authority. An annual maintenance dredge is normally carried out in the spring of each calendar year (March / April) by an appointed contractor – this activity regulated and licensed by the Marine Directorate – Licensing Operations Team (MD-LOT).

Aberdeen Harbour Board, trading as 'Port of Aberdeen' – is the Local Lighthouse Authority (LLA) designated as responsible for the provision, management and maintenance of navigational aids (AtoNs) within the port district and regional area for navigational purposes.

Port of Aberdeen actively supports river use for 3t Training Services – who offer a range of marine training courses from their marine training facility located on the River Dee. It is important that those using the river for successful delivery of this said training clearly understand the constraints and limitations under which commercial vessels navigate and may be operating under.

Port of Aberdeen actively supports Sea Cadet Training within the port jurisdiction and district – generally from April ~ September; primarily within the North Harbour. It is important that those using the harbour for successful delivery of this Sea Cadet Training activities clearly understand the operational constraints and limitations under which commercial vessels navigate and may be operating under. Port of Aberdeen is committed to collaborating with, informing and educating all sectors in the interests of safe navigational environments.

Port of Aberdeen is a Trust Port, which is an independent statutory body governed by its own unique set of legislation and is controlled and managed by an independent board – the 'Duty Holder'. As a Trust Port – there are no shareholders or owners; any surplus revenue which is generated is reinvested back into the port marine and facilities for the benefit of the end users and stakeholders. Port users and stakeholders are all those actively using the waterways and facilities; employees and all those individuals, organisations and groups having an interest in the day-to-day operations of the port.

Within the Port Jurisdiction and Area outlined and defined above the Aberdeen Harbour General Bye-Laws, effective 10th November 1978 apply.

Port of Aberdeen is committed to comply with the requirements of the Ports and Marine Facilities Safety Code (PMSC) and the associated Guide to Good Practice (GTGP), as required by the Code. The Port of

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Aberdeen Authority will publish its Marine Safety Plan for the conduct of marine operations in the Port jurisdiction and district every three (3) years.

This Marine Safety Plan covers the period 2026 ~ 2028.

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Duty Holder Commitment to the Ports and Marine Facilities Safety Code & Zero Harm

The Port of Aberdeen Duty Holder is fully committed to marine safety and will establish effective safety procedures and safeguards to provide clear direction to stakeholders, port users and harbour employees for safety of the port operations and protection of the marine environment.

The Duty Holder will discharge its duties and powers by managing the safety of its operations effectively through the implementation of a structured and formal Integrated Marine Safety Management System (MSMS). This system will be based upon formal risk assessment and will comply with the requirements and measures as laid down in the Ports and Marine Facilities Safety Code.

Port of Aberdeen as the Statutory Harbour Authority is fully committed to comply with the requirements and standards as held and outlined within the Ports and Marine Facilities Safety Code. The Duty Holder will ensure that their compliance declarations are submitted as appropriate, and as required by the Maritime and Coastguard Agency (MCA).

Port of Aberdeen Safety, Health, Environmental & Quality (SHEQ) Policy (05th January 2026) – Excerpt:

Headline Statement:

'The health and safety of our people, protection of the environment, and the highest standards of quality are central to our organisation and underpin our commitment to Zero Harm.'

Zero Harm & The 7Cs



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Port Marine Safety Plan

2026 ~ 2028

Objectives

| Objective | Measure | Target Date |
|--|--|-----------------------------|
| <p>Environmental:</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> | <p>Oil Spill Contingency Plan (OSCP) – Spill Response – Tier 2 Exercise to be planned and executed with the Port of Aberdeen Tier 2 Responders – Briggs Environmental Services Ltd – South Harbour & Jack-up Offshore Installation (if permissible).</p> | <p>March 2026</p> |
| <p>Duties & Powers – Vessel Traffic Services (VTS):</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> <p>MSMS – Section 07 – Review & Audit.</p> | <p>3rd Party VTS Audit to be carried out and completed.</p> <p>Reference:</p> <ul style="list-style-type: none"> • MGN 401 (M + F) Amendment 3 Navigation: Vessel Traffic Services (VTS) and Local Port Services (LPS) in the UK; <p>Ports & Marine Facilities Safety Code and Guide to Good Practice – April 2025.</p> | <p>Q. 1 ~ Q. 2 2026</p> |
| <p>Marine Safety Management System (MSMS):</p> <p>Review of the performance of the Marine Safety Management System (MSMS).</p> | <p>Pre-defined Key Performance Indicators (KPI) strategy to be developed and documented to clearly and tangibly measure the effectiveness and performance of the Marine Safety Management System (MSMS).</p> | <p>June 2026</p> |
| <p>Pilot Exemption Certificate (PEC) Packs:</p> <p>Pilot Exemption Certificate Packs & Memoranda – development and updating – inclusion of South Harbour in Pilot Exemption Certificate Packs.</p> | <p>Pilot Exemption Certificate Packs to be further developed, updated and made available on the Port of Aberdeen Website for Port Users and Stakeholders.</p> | <p>June 2026</p> |
| <p>Vessel Traffic Services (VTS):</p> <p>Formal Risk Assessment & Navigational Risk Assessment.</p> <p>Keeping our people and port community safe by adopting and</p> | <p>Installation of the new IALA approved radar on the Marine Operations Centre (MOC) in conjunction with the VTS equipment 3rd Party Service Level Provider.</p> | <p>June 2026</p> |

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| <p>implementing world class standards on health, safety, security, and quality.</p> | <p>Interfacing and full integration of new radar with existing systems; with Port of Aberdeen Management of Change completed.</p> | |
| <p>Ports & Marine Facilities Safety Code:</p> <p>Compliance with the Ports and Marine Facilities Safety Code and accompanying Guide to Good Practice; associated legislation and Approved Codes of Practice (ACOPs).</p> <p>Above Compliance.</p> | <p>Ports and Marine Facilities Safety Code Policy Statement; Navigation Policy Statement & VTS Policy Statement to be developed as part of and in conjunction with the Marine Safety Management System Rebuild – to be issued by the Duty Holder.</p> <p>Harbour Master – Annual Internal Audit.</p> <p>Designated Person (DP) Annual Ports and Marine Facilities Safety Code Audit and Report.</p> | <p style="text-align: center;">September 2026.</p> <p style="text-align: center;">Annually 2026 ~ 2028.</p> |
| <p>HSSQ:</p> <p>Towage Guidelines & Navigational Risk Assessment.</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> <p>Review and amend existing Towage Guidelines for the Port District in Conjunction with the Licensed Towage Provider and wider Port Users and Stakeholders.</p> | <p>Development and promulgation of amended and updated specific towage guidelines for the port district.</p> | <p style="text-align: center;">September 2026</p> |
| <p>HSSQ:</p> <p>Casualty Vessel & Navigational Risk Assessment.</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> <p>Casualty Vessel Operating Guidance & Procedure.</p> | <p>Develop formalised guidance and a clearly defined and documented protocol and procedure for casualty vessel management following the recognised good practice demonstrated and the successful execution of the Lowlands Diamond and Solong work-scopes in 2025.</p> <p>Inclusion within the Marine Safety Management System.</p> | <p style="text-align: center;">September 2026</p> |

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| <p>People & Culture:</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality training and development.</p> | <p>Delegates / PoA Employees to be trained as per the ongoing training and development programme:</p> <ul style="list-style-type: none"> • Port Facility Security Officer (PFSO) – (x 2); • MCA Level 4 – On-Scene Commander Oil Spill Response – (x 2). • Maritime Immediate Emergency Care Training – (x 8). | <p>December 2026</p> |
| <p>Risk Assessment – Navigational:</p> <p>Detailed and thorough analysis and review of the Port Navigational Risk Assessments (Hazman II) and South Harbour Marine Operations:</p> <ul style="list-style-type: none"> • South Harbour; • North Harbour; and • Offshore. | <p>All navigational risk assessments for the Port District to be thoroughly reviewed with requisite changes and amendments made as applicable.</p> <p>Assessment review to be carried out in conjunction with the Code and Associated Guide to Good Practice – measures must be taken to reduce risks using As Low As Reasonably Practicable (ALARP) principles.</p> <p>N.B.</p> <p><i>The process of assessment is continuous so that both new hazards and changed risks are properly identified and addressed.</i></p> <p><i>Risk assessment reviews are best conducted with the assistance of user groups or representatives who use the harbour or facility regularly.</i></p> <p><i>This helps ensure that practical and relevant experience is captured, and demonstrates a commitment to user engagement.</i></p> | <p>December 2026</p> |
| <p>Pilotage Service & Conservancy:</p> <p>Pilot Cutters & Sea Surface Assets – Workboat Code 3 Edition.</p> | <p>Existing pilot cutters (x 2) and work-boat to be surveyed and brought up to the required standard and specification as maybe required in accordance with Workboat Code Edition 3.</p> | <p>13th December 2026</p> |

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| | Port of Aberdeen sea surface assets to be coded with requisite certification issued by a Certifying Authority approved by the Maritime and Coastguard Agency. | |
| <p>Conservancy:</p> <p>Survey & Hydrography:</p> <p>Develop and implement a detailed and all-encompassing Survey and Hydrography Procedure for embedment and inclusion within the Marine Safety Management System Rebuild.</p> | Port of Aberdeen Survey and Hydrography Procedure to be formulated, developed and included into the Marine Safety Management System Rebuild. | December 2026 |
| <p>People & Culture:</p> <p>Vessel Traffic Services (VTS):</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality training and development.</p> <p>Development and implementation of a Vessel Traffic Service (VTS) Enhanced Training Programme.</p> | <p>Development of current Continuous Professional Development, On The Job Training and C0103 / 3 training programmes.</p> <p>Annual Assessment process review for VTSOs and updated assessment syllabus and examination paper – to be developed in accordance with IALA Guidelines.</p> | Ongoing December 2026 |
| <p>Legislation – Duties & Powers Review:</p> <p>National & Local Legislation Review with clear identification of available powers and where these have been derived.</p> | <p>Review and amend the organisation's available powers, duties and responsibilities relating to marine safety.</p> <p>Ensure they are fit for purpose and appropriate for current and future operations.</p> <p>Document to be included within the Marine Safety Management System Rebuild – Section 4 – Duties & Powers.</p> <p>Consideration to be given to a Harbour Revision Order, repealing and adding appropriate powers where deemed necessary.</p> | March 2027 |
| <p>Aids to Navigation (AtoNs):</p> <p>Aid to Navigation (AtoNs) Strategy:</p> | Development and implementation of the AtoNs strategy. | March 2027 |

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| <p>Feasibility assessment and cost benefit analysis of Virtual AtoNs capability to the existing Port of Aberdeen AtoNs infrastructure, processes and procedures.</p> | <p>Introduction and inclusion of Virtual AtoNs into Port of Aberdeen.</p> <p>Engagement and collaboration required with regulator (Ofcom), VTS Service Level Provider; Northern Lighthouse Board (NLB) & United Kingdom Hydrographic Officer (UKHO).</p> <p>Completion of management of change document and full integration of Virtual AtoNs into the Marine Safety Management System (MSMS).</p> | |
| <p>Vessel Traffic Services (VTS):</p> <p>Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> <p>Ergonomic Assessment of VTS Workspace and Operations Centre.</p> | <p>Ergonomic Assessment of the VTS Operations Centre – MOC Level 5.</p> <p>Review of ergonomic assessment and development of an action plan to effect the suggestions and recommendations made and identified.</p> | <p>February 2026</p> <p>June 2027</p> |
| <p>Legislation – Duties & Powers Review.</p> | <p>Review and amend the Aberdeen Harbour Board General Bye-Laws – 10th November 1978.</p> | <p>December 2027</p> |
| <p>Guide to Good Practice – April 2025 – 6.8 – Bridging Document</p> <p><i>Where two separate organisations with different responsibilities and procedures interact on operational matters, a bridging document or some form of agreement or MOU should be considered.</i></p> <p><i>The purpose of the bridging document is to define how the Marine Safety Management Systems (MSMS) co-exist and interact on Health, Safety and Environmental issues.</i></p> | <p>Assessment and clear identification of separate organisations actively operating within and on our port estate and facilities – bridging documents to be formulated and developed as required in conjunction and in line with the Code, and associated Guide to Good Practice.</p> | <p>December 2027</p> |
| <p>Pilotage Service:</p> <p>Resilience within the Pilotage Service – Pilot Cutter and Sea Surface Assets.</p> | <p>New Build Contract Award.</p> <p>Implementation of the strategy by commencement of a newbuild</p> | <p>Q. 1 2028</p> |

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| <p>Marine Craft Strategy – development.</p> | <p>/ and or replacement programme.</p> <p>Integration and introduction of new vessels to the Pilotage Service.</p> <p>N.B.</p> <p><i>Assessment, feasibility and cost benefit analysis of refurbished vessels to be carried out – gap analysis to be completed.</i></p> | |
| <p>Port Operability & Parameters:</p> <p>Support Northern Isles Ferry Service (NIFS) – Fleet Replacement Strategy.</p> | <p>Contribute and fully support NIFS Fleet Replacement Strategy – Ports Perspective.</p> <p>Marine assurance to be carried out and successful receipt of subject vessels into the North Harbour upon delivery. Seamless integration into existing port operations.</p> <p>Change Management:</p> <p>Marine Safety Management System, processes, procedures & NRAs to be subject to review and updating as required.</p> | <p>Q. 4 / 2028 Q. 1 / 2029</p> |
| <p>Pilotage Service:</p> <p>Ensure Resilience within the Pilotage Service.</p> <p>Enhance the training of all our Marine Pilots to adapt to changes within the industry and changes to marine traffic within South Harbour and port district.</p> <p>Create a culture of continuous learning and development where everyone is encouraged and empowered and has access to appropriate development opportunities to support their career growth within the port.</p> | <p>All employees to have completed relevant training for their role; mandatory and developmental as per PoA training matrix.</p> <p>Support the training of our existing Authorised Marine Pilots through to Full Tonnage Unlimited Class 1 Pilots and ensure that the pilotage service provides a high level of service to new marine activities.</p> <p>Continuous Professional Development to include a range of practical training to ensure our existing Marine Pilots are prepared for the challenges of the marine industry and changes to the marine traffic within South Harbour.</p> <p>Simulation and Practical Training:</p> | <p>December 2028</p> |

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| | <ul style="list-style-type: none"> • Inhouse Simulation Training; • CSMART – Netherlands (Cruise); • Manned-Model – Southampton. | |
| <p>HSSQ: Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> | <p>Actively contribute and focus to embedding a Zero Harm culture within the Marine Department underpinned by the 7 Cs.</p> <p>Safety to be the first agenda item for all departmental meetings.</p> | <p style="text-align: center;">On-going Throughout</p> <p style="text-align: center;">December 2028</p> |
| <p>HSSQ: Keeping our people and port community safe by adopting and implementing world class standards on health, safety, security, and quality.</p> <p>Active participation and attendance at industry led working groups and forums by Marine Department Supervisors and Harbour Masters:</p> <ul style="list-style-type: none"> • Policy Steering Group – VTS; • Northern Lighthouse Board (NLB) Working User Group; • UK – Marine Pilot Association (UKMPA); • Port Skills & Safety; • British Ports Association (BPA) / Scottish Ports Group; • Marine Safety Forum (MSF); | <p>Port of Aberdeen – Senior Marine Management Representation at all scheduled meetings and forums as per bulleted list provided.</p> <p>Meeting Minutes of same to be held and retained on file within the Marine Safety Management System.</p> | <p style="text-align: center;">Ongoing Throughout</p> |
| <p>Civil Contingencies Duty & Local Resilience Partnership: Multi-agency Response Exercises & Training. Category 2 Responder.</p> | <p>Multi-agency response training and exercise to be carried out annually with Category 1 (Emergency Services and Local Authorities) and other Category 2 Responders.</p> <p><i>Reference – Port of Aberdeen – Port Emergency Plan.</i></p> | <p style="text-align: center;">Annually</p> |

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Zero Harm & The 7Cs



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Understanding Zero Harm and the 7Cs



What is Zero Harm?

Zero Harm is the safety culture that we're building at Port of Aberdeen, where preventing injuries and ill health is always given the highest priority.

Where did the idea for Zero Harm come from?

Following a fatal incident on a client vessel in the port in 2023, the Executive Leadership Team reflected on whether we were doing enough to keep our people safe and healthy. Then the idea for Zero Harm at Port of Aberdeen originated.

In 2024, Piper Alpha survivor, Steve Rae, was invited to share his experiences and the importance of going beyond compliance. We then held workshops to get input from across the organisation on actions to embed a Zero Harm culture at the port.

What are the 7Cs?

The 7Cs are actions that we all need to consider during our day-to-day roles and particularly when planning, executing, or reviewing a job. The 7Cs are:



How did we come up with the 7Cs?

They were inspired by Steve Rae's 6Cs which he used to explain in his own words how the Piper Alpha tragedy occurred and how it could have been prevented.

We added Collaboration to highlight the importance of teams across the port working together to prevent injury and ill health.

How are the 7Cs related to Zero Harm?

Zero Harm is the safety culture that we're building and making the 7Cs part of what we do, each and every day, will help us get there.



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