

HEALTH & HYGIENE POLICY

We are dedicated to ensuring all employees work in healthy and hygienic conditions. Wherever practicable, we will maintain a safe environment to protect the health, safety, and well-being of our employees, contractors, visitors, and any members of the public impacted by our activities.

STATEMENT

To do this, we will:

- Comply with all applicable laws and regulations and apply responsible standards where laws and regulations do not exist.
- Seek to identify and evaluate health, ill-health and hygiene risks related to our operations.
- Develop and maintain safe systems of work and a safe working environment.
- Provide personal protective clothing and equipment and enforce its use.
- Assess all risks before the commencement of works on new areas of operation, for example, buying new equipment and setting up new work methods, and regularly review these risks.
- Provide adequate facilities (such as clean toilets, drinking water, and hygienic sleeping areas).
- Ensure all employees are competent to perform their assigned tasks by providing adequate information, instruction, training and supervision.
- Determine at the time of employment and, as appropriate and relevant, the medical fitness of employees to perform their work without undue risk to themselves or others.
- Implement programmes and appropriate protective measures to control risks.
- Provide or arrange, as appropriate, medical services necessary for treating employee occupational illnesses or injuries.
- Ensure all seagoing personnel undergo stringent medical and visual tests based on standards prepared by the industry.
- Ensure safe handling and use of substances.

Scope

This Policy outlines the principles that guide our daily operations and establishes how we expect management, employees, service providers, clients, visitors, and company representatives to act in accordance with the law and applicable company policies, procedures, and guidelines.

This Policy does not discriminate at any level and applies *equally* to *all company associates*.

Responsibility

Company management and Masters are accountable for ensuring that the standards set forth by this Policy are communicated and that their conduct sets a good example.

We welcome suggestions to improve our operations' health, safety and hygiene.

Violations

Adherence is mandatory, and any violation of this Policy and associated documented procedures may lead to disciplinary action or legal consequences.

Continuous Improvement

Senior management reviews this Policy annually and revises it as necessary to reflect changing operational conditions, new technology, government policies and legislation.