

HEALTH, SAFETY, ENVIRONMENTAL & QUALITY POLICY

Our HSEQ Policy reflects the commitment of senior management to the continuous improvement of health, safety, and environmental and quality performance. It outlines the minimum standard upon which our company sets its objectives and is the driving force for implementing and improving our management systems to preserve and enhance our performance and service.

With our continuous commitment to high-quality standards, we will aim to ensure **ZERO**;

- Incidents
- injury to persons
- oil spills
- impact on the environment

Safety is everyone's responsibility! Ensuring a safe work environment is a duty that everyone shares. The safety of those working around you is in your hands. Unsafe choices that you make can injure both you and your co-workers. Everyone needs to take safety seriously, or everyone is at risk!

STATEMENT

Scope

This Policy forms a statement of 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.

Objectives

We will strive for continuous improvement in all our business activities. Maintain and grow our position to become *a leading provider of safe and cost-effective integrated services* with health, safety, environment and quality as equally high priorities in all our business decisions.

- Focus on customer satisfaction.
- Ensure the highest quality, health and safety standards and the lowest environmental impact.
- Systematically and continually improve HSEQ performance to the greatest extent possible and strive to influence our business partners to do the same.
- Provide and maintain a free and honest incident and accident reporting culture.
- Ensure ongoing compliance with all applicable legislation, mandatory guidelines, codes, standards and other relevant industry requirements.
- Understand current and future customer requirements to ensure the highest possible quality, safe and environmentally friendly service delivery.
- Apply a risk management philosophy and practice to identify and eliminate hazards wherever possible. Where this cannot be reasonably achieved, appropriate control measures shall be implemented to manage the risks at a level as low as reasonably practicable.

- To adopt a systematic approach towards communicating lessons learned.
- Be prepared for a quick and efficient response in case of a pollution incident or unsafe act.
- Provide sufficient and suitable resources to implement, maintain and continuously improve all aspects of our management systems and operations.
- Provide all necessary information, training and supervision to all our employees and continually improve through performance management.

Set targets for:

- Health, safety, environmental and quality protection and measure and monitor our performance against these targets.
- Identify, document, monitor, measure and continuously improve the quality and safety of our processes.

Responsibility

Company management and Masters are responsible for ensuring that the standards set forth by this Policy, documented guidelines and procedures are communicated to all employees and that their conduct sets a good example.

Continuous Improvement

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

ANNUAL APPROVAL OF CORPORATE POLICIES

Approved by the CEO and Managing Director

Annual Verification

Date: 17th June 2022

Verification Stamp:



Annual Verification

Date: 3rd April 2023

Verification Stamp:



Annual Verification

Date: 27th March 2024

Verification Stamp:



Annual Verification

Date:

Verification Stamp:

Annual Verification

Date:

Verification Stamp: