



GENERAL FORMS AND CHECKLISTS

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HSEQ POLICY

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MARITIME SERVICES & CHARTERING HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY MANAGEMENT POLICY

Maritime Services & Chartering provides marine support services to the oil and gas industry and marine contractors.

The objectives of the management of MARITIME SERVICES & CHARTERING are:

- To comply with the requirements of ISM, including all relevant local and international legislative and regulatory requirements, and to co-operate with all applicable enforcement authorities. In doing so we shall ensure safe practices ashore and in vessel operation, providing a safe and healthy working environment.
- To protect its employees, passengers, visitors, sub-contractors, those affected by its operations and the environment
- To control identified risks regarding occupational health, safety, and the environment, through periodical review of effectiveness of the present controls and analysis of actions, focussing on the prevention of incidents and ill health, damage to property and environment.
- To continually improve the HSEQ management skills of personnel ashore and afloat, including readiness for HSEQ emergencies and maintaining an ethos of continual HSEQ improvement.
- To minimise the environmental impact of our activities to an accountable extent, through compliance with applicable (inter)national legislation, requirements and conferences.
- To strive for client satisfaction by achieving compliance with, and clear identification of, our customer's expectations and actively monitor the results. Our response to client needs shall always be driven by an ethos of continual improvement of quality services.
- To create and maintain an environment for all employees to encourage teamwork, co-operation, initiative, leadership, problem-solving, reliability, constructive decision making and a commitment to improvement.

To meet these objectives we are committed to

- Defining and documenting responsibility, authority, accountability and interrelationship of key functions associated with health, safety, pollution prevention and quality.
- Conducting all operations both ashore and afloat in a manner that minimises occupational health, safety and environmental risks
- Establishing and maintaining adequate process controls.
- Empowering all Maritime Services & Chartering employees, client representatives and visitors with the right to stop work which they consider to be unsafe, with an obligation to report such cases without recourse.
- Ensuring that competent staff are appointed to safeguard the proper implementation and progress monitoring of the HSEQ objectives of the Company and that appropriate training needs are identified, addressed and reviewed for their effectiveness.
- Ensuring and continuously monitoring compliance and identifying potential improvements to our HSEQ Management System.
- Ensuring emergency preparedness complies with the (inter)national standards and is based on an effective plan, with appropriate instructions.
- Setting of HSEQ goals and performance objectives for monitoring, evaluating and continually improving the company's HSEQ performance.
- Creating an atmosphere to facilitate the organisation to learn from the past by having a NO BLAME CULTURE and by actively rewarding / recognising outstanding HSEQ performance demonstrated by employees.
- Ensuring that all non-Company personnel on company premises and vessels adhere to the Company HSEQ Policy and relevant requirements.
- Developing sound working relationships with customers and suppliers based on a mutual understanding of each other's needs and capabilities.
- Taking all necessary steps to remedy existing defects and deficiencies, either internally or by requesting outside assistance.

This policy will function as our management guidance for the oncoming period and will be subject to review during our annual management review meeting.

DELIVERY OF HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY OBJECTIVES SHALL BE THE RESPONSIBILITY OF EACH EMPLOYEE OF MARITIME SERVICES & CHARTERING

GENERAL MANAGER
July 2017