

## Health and Safety Policy Statement

Geoquip Marine is committed to the prevention of all accidents, injuries and material losses. The highest level of importance is therefore placed on maintaining the health, safety and welfare of employees. In addition, the Company wishes to avoid harm to any individuals with whom the Company, its employees, customers or interested parties may have association through their activities, and to avoid damage to their property.

Each Director has overall responsibility for ensuring that all health and safety matters are efficiently promoted, implemented and managed by the Company and its employees. He/She delegates this responsibility via Divisional Managers, Project Managers, Team Leaders and Supervisors, all of whom are required to ensure that all activities for which they are responsible are carried out in accordance with regulatory requirements, best working practices, and proactive management of Health and Safety through the Integrated Management System.

Employees and where utilised, sub-contractors are required to adhere to the requirements of all health and safety laws, recognised best practices and Company Integrated Management System requirements. They are to refrain from any action or omission or anything that constitutes a danger to any person or property and are to be alert to such dangers. The Company is to be notified immediately of situations or practices which may endanger any persons or property. To implement the Policy the Company will:

- Develop, implement and maintain the Integrated Management System as per set objectives and targets.
- Maintain compliance with all applicable national and international laws and where possible implement best practice strategies to exceed regulatory requirements.
- Facilitate an environment where employee health and safety protection are continually improving on our journey to achieving Zero incidents and Zero harm.
- Promoting the STAR Observation Card program with focus on the following key risk areas (Drops, Hand & Fingers, Environmental, Slips & Trips, Line of Fire, Lifting Ops, Fire, Working at Height, Procedures, Planning & Permit, Tools and Equipment, PPE, Manual Handling, Housekeeping and Communications).
- Allocate resources, promoting accountability and assign responsibilities to meet its objectives.
- Identifying hazards and opportunities for improvement, managing risks to as low as reasonably practicable (ALARP), and to ensure the safety of people and operational integrity is not compromised.
- Developing the technical skills and competence of our people
- Promoting health initiatives (Mental and Physical) at periodic intervals

This policy will be reviewed and updated if necessary on a regular basis. Any changes will be communicated to employees at the earliest opportunity and displayed at the workplace.

**SIGNED BY:**



Rune Olav Pedersen  
Chief Executive Officer

Date: 03<sup>rd</sup> January 2025  
Next Review: January 2026