

# OCCUPATIONAL HEALTH & SAFETY POLICY



Bhagwan Marine is committed in providing a safe and healthy working environment for all employees, contractors, and 3rd party personnel by adopting a risk management approach across all aspects of our work and business activities.

Bhagwan Marine has implemented an Integrated Management System (IMS) certified to internationally recognised standards *ISO 45001:2018 Occupational Health and Safety Management System* requirements and compliance with statutory Work Health & Safety laws.

We undertake our corporate and social responsibilities and are fully committed to operate in compliance with relevant statutory obligations, rules and regulations, applicable standards, respective codes of practice and industry guidelines.

The IMS processes and procedures describe the risk management tools and associated processes necessary in providing a safe and healthy work environment where our primary objective is to ensure that 'no one is injured' and that the appropriate safeguards are in place to prevent occupational illness. Senior Management have established OHS Objectives and Targets that will provide a measure of our safety performance across all aspects of our business. Adopting the vision of '**Zero Harm**' our targets are focused on an Incident Free operation across all aspects of the business.

To accomplish our OHS Objectives, Bhagwan Marine management will:

- Provide a Framework Procedure for setting OHS Objectives and Targets, and to provide focus on key improvement areas
- Continue to provide safety leadership and engage employees in promoting a positive safety culture
- Ensure that the safety aspects of our business have appropriate consideration where safety is not compromised or influenced by commercial imperatives
- Promote and fully support a 'Stop Work Authority' culture that empowers all employees and 3<sup>rd</sup> Party contractors to conduct the work safely or not at all
- Encourage consultation and collaboration between employees and management on all safety concerns
- Encourage employee participation and communication during OHS Policy review period
- Ensure good hazard management principles are effectively implemented through regular workplace inspections employing applicable risk assessment tools to identify potential hazards that may impact on our people, and a commitment to eliminate or reduce identified hazards to tolerable levels utilising the hierarchy of controls with mitigation strategies to prevent potential incidents
- Foster cooperation, participation, and consultation with our clients to help minimise the risk of personal injury / illness; equipment / asset damage or environmental damage
- Provide adequate resources to develop, implement and maintain a safe working environment through education, training, and safety awareness programs.
- Create and sustain a workforce that is aware and complies with statutory obligations, rules, Acts and Regulations.
- Committed to undertaking periodic reviews to ensure relevance and effectiveness of the Safety Management System processes and procedures at regular intervals to enable continual improvements.

The effective management of safety in the workplace is both an individual and shared responsibility and it is up to all employees to engage, participate and cooperate with this Policy to ensure its success. This Policy will be reviewed periodically at intervals not exceeding 2 years, to ensure that it is current, relevant and effective.

The OHS Policy is applied across all aspects of our business and shall be displayed in all Bhagwan Marine office reception areas and is accessible through our Company Network. The Policy is further re-enforced through Company Inductions and In-House Training Programs.

**Loui Kannikoski**  
Managing Director