

Occupational Health and Safety (OHS) Policy

1. The general provisions of the Qatari Labour Law imposes a duty on all employers to ensure, as far as is reasonably practicable, the safety of their employees at work by maintaining safe plant, safe systems of work, and safe premises, and also by ensuring adequate instruction, training and supervision. Stellaris Marine Services WLL (Stellaris Marine) is also bound by the Law to ensure the safety of all other persons who (though not employees) may be affected by the company's work activities.
2. Stellaris Marine has appointed an HSEQ Manager with the responsibility to determine the occupational health, safety and environment management strategy and policies necessary for Stellaris Marine to discharge its legal obligations. Within this responsibility, the HSEQ Manager is to ensure, through risk analysis, that any significant areas of risk discovered are controlled to the lowest practicable level and made known to all members of the company.
3. The company considers Occupational Health and Safety to have equal status with other business objectives and is committed to the prevention of ill health and injury.

It is the responsibility of all Senior Management, to adopt all reasonably practicable measures:

- (a) to provide and maintain a safe and healthy place to work for every employee and to ensure that the health and safety of the public and protection of the environment are not jeopardised as a result of Stellaris Marine's operations.
 - (b) to protect persons who are lawfully on Stellaris Marine's premises against risk to their health or safety which might arise out of activities.
 - (c) to raise awareness of OHS as a positive and essential tool in the successful execution of business and to encourage personnel to report on any concerns or issues with no fear of reprisal.
 - (d) to maintain safe plant, machinery and equipment.
 - (e) to provide employees with sufficient information, instruction and training to enable them to carry out their roles safely.
 - (f) to monitor safety performance to maintain agreed standards and to endeavour to continuously improve in all areas.
4. It is also the policy of Stellaris Marine to ensure that all members of staff are aware of their individual responsibility to exercise care in relation to themselves and those who work with them. To this end each individual is enjoined to:
 - (a) familiarise themselves with the Stellaris Marine OHS Policy and any company office safety requirements.
 - (b) not interfere with, misuse or willfully damage anything provided in the interest of OHS.
 - (c) warn of any special or newly identified hazards in existing procedures or risks in new procedures about to be introduced.
 - (d) report accidents or incidents promptly.
 - (e) familiarise themselves with fire and emergency drills and escape routes.
 - (f) ensure that, where self-employed persons or contractors and their employees carry out work on Stellaris Marine premises, they comply with standards of safe working contained in any regulations or codes of practice applicable to their operations, and in the Stellaris Marine's safety rules.
 5. Individual Office Heads are responsible for the oversight of their office arrangements for

occupational health and safety in order to ensure that they are functioning in accordance with Stellaris Marine' policies. It is recognised that due to the global nature of the company that each office may have further national legislation requiring separate individual policies to be brought into effect; these policies should complement the overall company policy.

6. Individual Office Heads are responsible for the health, safety, and welfare of all persons who are lawfully in the building under their charge and are required to bring to the notice of all employees a written statement describing the organisation and arrangements for safety within their own premises.
7. Heads of Offices with a staff of more than five employees shall appoint a suitable member of their staff as HSEQ Officer to assist with OHS implementation and to liaise with the company HSEQ Manager.
8. The policies of the company on specific legislative and other matters will be issued as company Policy Statements or OHS Memorandum. Advice on specific hazards and technical items will be issued as memoranda by the company HSEQ Manager.

This Policy supersedes all previous versions of Company Safety Policy. It will be reviewed annually by the Company HSEQ Manager and approved by the Board.



Jaimie Howell Jones
Managing Director



25th March, 2021