Health, Environment, Safety & Security (HESS) Policy

Issue No: 09
Date Issued: NOV14
Approved by: CEO
Author: HR
Owner (Dept): HR
Date Reviewed: JUL26
End User: MAST STAFF

1. Introduction

Maritime Asset Security & Training (MAST) Ltd are committed to the protection of the environment, to the safety of the communities within which we operate and the health, safety and security of our people.

Everyone who works for MAST has a responsibility for upholding our Health, Environment, Safety & Security (HESS) policies.

2. Scope

This policy applies to all MAST workers: whether they are employees, self-employed contractors, consultants, workers/employees or sub-contractors or otherwise contracted by MAST.

All individuals engaged by MAST will be expected to adopt and observe this policy to the same high standard.

This policy applies to all MAST operations including its remote operations outside of the UK office; sites, ships and any other locations where MAST employees, contractors or other workers may work. It also sets the required standard for all visitors who work or travel with MAST.

MAST is committed to providing a safe and secure work environment where no one is subject to unnecessary risk.

Health, Environment, Safety & Security (HESS) Policy

Safe operations depend not only on safe equipment and practices, but also on competent people and an active HESS culture. We recognise that we work in a hazardous environment, however no activity is so important that it cannot be done safely.

Health

MAST are committed to measuring and eliminating as far as is reasonably practicable the number of accidents and dangerous occurrences by controlling the Health and Safety risks arising from our work activities. This will be achieved by complying with all relevant legislation and associated codes of practice and to promote a safety culture by:

- Providing the necessary resource to ensure as far as is reasonably practicable the health, safety and welfare of all employees and visiting personnel.
- Undertaking risk assessments to identify and eliminate workplace hazards.
- Consulting and communicating with employees on matters relating to Health and Safety
- Identify and evaluate health risks related to its operations that potentially affect its employee, consultant, and contractor's safety.

Safety & Security

It is the company's policy to conduct its business in a manner that protects the safety of employees, contractors, and it's customers. MAST will strive to prevent all accidents, injuries, and occupational illnesses through the active participation of every employee and contractor. MAST is committed to continuous efforts to identify and eliminate or manage safety risks associated with its activities.

MAST will:

- Establish management systems, and conduct operations in a manner that safeguards its people and property
- Respond quickly, effectively and with care to emergencies or accidents resulting from its operations, in cooperation with industry organisations and authorised government agencies
- Be committed to a security threat and risk management approach to business planning via the appropriate risk assessments, incident management and scenario based knowledge base

- Make this policy available to key stakeholders and interested parties.

Environment

MAST is committed to protecting the environment and minimising the environmental impact of its operations. Although MAST operates as a security services provider, including within construction and infrastructure environments, we recognise our responsibility to ensure that our activities are conducted in an environmentally responsible and sustainable manner.

MAST is committed to:

- Achieving environmental best practice in all its activities
- Integrating environmental considerations into decision-making processes and business operations
- Preventing pollution and reducing environmental impacts associated with our activities
- Communicating and promoting environmental awareness among all employees and contractors
- Responding quickly and effectively to environmental incidents in cooperation with relevant authorities

Environmental Management Arrangements

MAST manages environmental risks through its Integrated Management System (IMS), risk assessment processes and operational controls.

Environmental impacts associated with our activities are identified and controlled through:

- Site-specific risk assessments where applicable
- Consideration of environmental impacts during planning and deployment of personnel
- Implementation of appropriate control measures depending on the nature of the site and activity

Sustainable Procurement

MAST seeks to minimise environmental impact through responsible procurement by:

- Selecting suppliers that demonstrate environmental responsibility where reasonably practicable
- Preferring materials and products that are recyclable or responsibly sourced (e.g. FSC / PEFC certified where applicable)
- Reducing packaging and encouraging sustainable supply chain practices
- Considering local sourcing to reduce transportation-related emissions

Waste Management

MAST is committed to reducing waste and ensuring responsible disposal by:

- Applying the waste hierarchy: reduce, reuse, recycle
- Segregating waste streams within office environments
- Complying with client site waste management arrangements when deployed
- Using licensed waste carriers for disposal of controlled or confidential waste
- Ensuring all personnel understand their duty of care responsibilities

Carbon Reduction and Energy Management

MAST aims to reduce its carbon footprint through:

- Efficient planning of staff deployment to minimise travel
- Encouraging car sharing and efficient transport use where practicable
- Monitoring and managing company vehicle fuel consumption
- Reducing energy consumption in offices through good housekeeping practices
- Promoting remote communication to reduce unnecessary travel

Legal Compliance

MAST is committed to complying with all applicable environmental legislation and regulations. This is achieved by:

- Maintaining an Environmental Legal Register relevant to our operations
- Reviewing legal requirements periodically
- Incorporating legal obligations into operational procedures
- Verifying compliance through internal audits and management review
- Taking corrective action where non-compliance is identified

Roles and Responsibilities (Environmental)

- **CEO / Senior Management**
  Overall responsibility for environmental performance, compliance, and provision of resources
- **Operations Managers / Supervisors**
  Responsible for implementing environmental controls and ensuring compliance on sites
- **Employees and Contractors**
  Required to:
  - Follow environmental procedures
  - Minimise environmental impact
  - Report environmental incidents or concerns

Communication and Training (Environmental)

MAST ensures environmental responsibilities are effectively communicated by:

- Including environmental awareness within staff induction training
- Providing updates via internal communications and meetings
- Briefing personnel on site-specific environmental requirements
- Making this policy available to all employees, contractors, and relevant stakeholders

Summary of Responsibilities

Individuals

Phillip Cable, CEO, **is the designated person with overall responsibility for ensuring our compliance with**

Health, Environment, Safety & Security (HESS) Policy

Health and Safety legislation.

However, every person working for MAST must take personal responsibility for their own personal health and safety but also that of their colleagues and of MAST operations.

Individuals are expected to:

- Comply with the requirements of the HESS management system including the use of relevant standards, instructions and processes.
- Stop any work that becomes unsafe.
- Only undertake work for which they are trained, competent, medically fit and sufficiently rested and alert to carry out.
- Be familiar with the procedures if an emergency occurs at your place of work.
- Help ensure others – employees, contractors and other third parties – act consistently with MAST's HESS commitments.
- Promptly report any accident, injury, illness, unsafe or unhealthy practices so that steps can be taken to correct, prevent or control those conditions.
- Seek advice and help if there is any concern about a potential or actual breach of HESS law or a MAST requirement.
- Never undertake work when alcohol or other drugs, legal or illegal, prescribed or otherwise, impair performance. Possess, use or transfer illegal drugs or other substances on company premises.
- Promote a safe and healthy work environment

Management

Management are expected to:

- Recognise that no task is so important that it should be performed at risk of Health & Safety
- To maintain the spirit and letter of the principles incorporated in the relevant legislation to ensure the safest systems of work and a healthy working environment.
- By consultation and joint involvement of management and personnel, to enlist the interest, participation and support of all personnel in promoting good standards.

- Undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with these policies.
- Set objectives/targets in line with Continuous Improvement

Communication / Consultation

Senior Management ensure that the communication processes, including in relation to HESS, are effective and the results of management review, audits, complaints, non-conformities, are communicated to staff.

MAST has established implemented and maintained documented procedures for ensuring effective consultation and participation with internal and external stakeholders such as employees, sub-contractors, contractors, visitors and other interested parties as appropriate. A two-way dialogue ensures mechanisms for the communication of both integrated management documents, and externally received information.
Internal and external communication is covered in PR 17 - Communications Systems Procedure.

All personnel receive awareness training for all policies, procedures, ethics and culture of MAST.

MAST Management will consult all employees, in good time, on health and safety matters. Site supervisors / Operations Managers, as applicable, are H&S representatives for their sites. Consultation involves MAST not only giving information to employees but also listening to them and taking account of what they say before making decisions on health and safety. Such process will allow manage health and safety in a practical way by:

- helping spot workplace risks
- making sure health and safety controls are practical
- increasing the level of commitment to working in a safe and healthy way
- providing you with feedback on the effectiveness of your health and safety arrangements and control measures.

The following elements of the Integrated Management System are communicated to all personnel within MAST through various means:

- Objectives set by top management;
- Applicable legislation is available within the Risk Assessment and the Legal Register;
- Non-adherence to policies and procedures is indicated within the HR Policies;
- Continual improvement is expected of all personnel. Where improvements in processes are identified they are communicated to the Representative(s).

Communication to all internal parties is through email and regular staff meetings:

- At least monthly Operations Managers / Supervisors checks with each site staff
- At least quarterly meetings with staff on site
- Weekly Senior Management meeting
- Quarterly Management Review Meetings

Monitoring, audits & review

Environmental performance, including waste management practices, fuel usage, and environmental incidents, is monitored and reviewed as part of the internal audit programme and Management Review process to ensure continual improvement and effectiveness of environmental controls.

MAST strives to continually improve the effectiveness of the IMS and HESS Systems by utilising:

- IMS and HESS Policies
- Quality and HESS Objectives
- Audit Results
- Analysis of data
- Corrective and Preventive action
- Management Review Process

The Internal Audit Procedure details all aspects of auditing and who is responsible in what arena. Internal audits are carried out in accordance with Internal Audit Procedure by MAST internal auditors. A review of MAST management systems and performance is carried out continuously each year against a clearly defined agenda, using the inputs and outputs. Communication Systems state the different management meetings held, the inputs and outputs of the Management Review are covered within these

management meetings and communicated via the Management Review Minutes which are updated throughout the year.

M007 – Integrated System Manual sets inputs and outputs for the Management Review Meetings
PR32 – Internal Audit Procedure sets the planning and process for internal audits.

SIGNED:
NAME: Phillip Cable LLM
POSITION: CEO
DATE: 12 Feb 2026

