



Health, Environment, Safety & Security (HESS) Policy

1. Introduction

Maritime Asset Security & Training (MAST) Ltd are committed to the protection of the environment, to the safety of the communities within 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.

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

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



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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:

- Achieving environmental best practice in all its activities;
- Integrating the consideration of environmental concerns and impacts into our decision making process and business activities;
- Communicating and promoting environmental awareness among all employees and encourage them to work in an environmentally responsible manner;
- Responding quickly and effectively to incidents resulting from its operations, in cooperation with industry organisations and authorised government agencies.

Summary of Responsibilities

Individuals

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.



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- 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 and 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

A handwritten signature in black ink, appearing to read "Phillip Cable", is positioned above the printed name and title.

Phillip Cable LLM
CEO