

Salama Fikira

Health, Safety and Environment Policy

| Date of Most Recent Change | Details of Change |
|----------------------------|---|
| 12 Jan 2022 | Change to new SF-Group Template. |
| 23 May 2023 | Annual Review and manuscript changes |
| 25 June 2023 | Removal of details of who will chair the HSE meeting. |

Table of Contents

| | | |
|----|---|---|
| 1. | HSE STATEMENT OF INTENT – Bruce Lyman | 4 |
| 2. | RISK MANAGEMENT POLICY STATEMENT | 7 |

1. HSE STATEMENT OF INTENT – Bruce Lyman

1.1. Introduction

I attach the highest importance to protecting the Environment and to the Health, Safety and Welfare of all members of Salama Fikira (HSE), employees and other persons who may be affected by or activities and will ensure that we comply with all relevant legislation. I consider HSE to be an integral part of our business and accordingly require that it is fully embedded in all management systems and processes. Health & Safety will be discussed at our regular meetings as well as the HSE Committee meeting.

I will ensure that Salama Fikira will provide, so far as is reasonably practicable, a safe and healthy working environment for all of its employees and visitors. This will be achieved by the formal undertaking of risk assessments ensuring early identification of associated risks and the enforcement of adequate control measures. It is my policy that risk assessments will be monitored and reviewed in accordance with legislative requirements.

1.2. Commitment

At Salama Fikira, occupational health and safety of employees, contractors and any interested parties is our prime concern and most valuable objective. We are conscious of our responsibility for creating; maintaining and ensuring safe work practices and reducing the risks associated with health and safety hazards through application of technology, processes and safe work practices for sustainable development. We are committed to:

- Taking a proactive approach by identifying and reducing or eliminating risks and preventing ill health and injury rather than reacting to incidents and accidents.
- Following safe works practices and continually improving the effectiveness of our HSE System and best practices.
- Creating a safe and healthy work environment through company initiatives including seamless communication and teamwork, thereby increasing HSE awareness throughout the organisation.
- Complying with all applicable legal and HSE requirements as well as taking any additional measures considered necessary to improve Salama Fikira's overall OH&S standards.
- Preserving the Health & Safety of the wider environment and workplaces utilised by Salama Fikira employees, contractors and interested parties, on land or at sea.
- Ensure that all Salama Fikira operations, be it at sea, on land or in the air is executed to an acceptable level of risk, thereby ensuring the health and safety of all affected personnel.
- Implementing training standards and regimes to raise the overall awareness within the organisation and of all interested parties.

1.3. Management

I have delegated HSE management to the Chief Operating Officer who in turn will appoint a company a HSE Manager, to act as the competent person regarding all HSE matters. In turn they will liaise with persons within the organisation to assist him in his duties. Regional Directors will be encouraged to establish their own HSE representatives in countries where they establish a permanent presence.

The HSE committee will sit at least bi-annually.

HSE performance will be audited within the organisation by the HSSE Manager on an annual basis. Measurable targets will be set and incorporated into the action plan. This plan will be monitored and assessed at the HSE Committee meeting.

1.4. Employees

Every employee and contractor has a duty to ensure they do not endanger themselves or others by their acts or omissions and to protect both the immediate and wider environment from any adverse effect resulting from their actions. They also have a duty to comply with any arrangements put in place by my organisation to ensure their safety. This responsibility is to be included in the Maritime Briefing Document (MBD) for our Consultants.

1.5. Policy Implementation

All Salama Fikira employees, contractors and interested parties are required to undergo an HSE Policy briefing on joining as part of their induction, visiting or otherwise dealing with the organisation on or within the companies scope of work environments. Implementation of the HSE Management System and the HSE Policy on a day-to-day basis is the responsibility of the Salama Fikira management at all levels and achieved through ensuring that respective personnel understand and comply with the HSE Policy and comply with company HSE documents. Health and safety, ultimately is the responsibility of every individual and achieved through mutual assistance, communication and teamwork.

1.6. Contractors and Visitors

All non Salama Fikira employees and visitors are to comply with the requirements of this policy and in particular are to ensure that others are not affected by their activities. All contracted work services are to ensure the Co-operation, Communication, Co-ordination and Control of all work activities to ensure that Safe Systems of Work are in place and complied with.

1.6.1. Health and Safety

The arrangements I have put in place to protect Health & Safety include:

- a) Procedures to ensure the systematic identification of significant Safety, Health & Environmental impacts, fire hazards, assessment and control of any measures implemented to reduce any residual risk.
- b) The provision, installation, operation and maintenance of safe plant and services, and safe systems of work.
- c) locally appointed HSSE Manager, with area representatives.
- d) The provision of suitable training,
- e) Accident and incident reporting and investigating procedures

1.6.2. Environment

Environment arrangements include:

- a) A commitment to sustainable development strategy by energy management and utility usage reductions.
- b) A positive attitude toward conservation and protection of the local environment.
- c) A recycling program that incorporates all recyclable materials.

1.6.3. Fire

To promote fire safety, arrangements include:

- a) Mandatory Annual fire training on site.

- b) Emergency procedures.
- c) Regular testing of procedures

1.7. Review

This statement of intent covers the duties imposed by legislation. It will be reviewed annually, or earlier if required and will be brought to the attention of all that reside, work or visit Salama Fikira. It should be prominently displayed on all notice boards.

Signed:

A handwritten signature in blue ink, appearing to read 'Bruce Lyman'.

Bruce Lyman
CEO
Salama Fikira Group
23 May 2023


2. RISK MANAGEMENT POLICY STATEMENT

Risk Management provides a framework, which allows SF to improve upon the good quality of care, treatment and expertise already being provided. The Company will achieve this through a proactive, on-going process of identifying and assessing hazards and risks, with the objective of improved prevention, control and containment of all types of risk.

The management of risk is a key organisational responsibility. All members of staff (employees and contractors) have an important role to play by identifying and minimising inherent risks. This will be achieved within an honest and non-disciplinary environment, where mistakes and untoward incidents are clarified quickly, then acted upon in a positive and constructive manner in order that lessons identified and applied may improve quality of care in the future.

As an indication of its commitment to this strategy, I have appointed a HSE Manager and an HSE Committee. The HSE Manager will work closely with staff, contractors and managers to identify and assess the risks inherent in day to day work practices and then take action to eliminate or reduce their impact to an acceptable level. Significant issues affecting discipline, cost, security, personnel, organisation or policy must be referred to the Chief Operating Officer.

Signed:

A handwritten signature in blue ink, appearing to read 'Bruce Lyman', written over a faint circular stamp.

Bruce Lyman
CEO
Salama Fikira Group
23 May 2023