

SINNOT SHIPPING COMPANY LIMITED

HEALTH SAFETY AND ENVIRONMENT POLICY STATEMENT

SSCL Group Limited is dedicated to achieving its vision of HSE excellence by striving to deliver the highest standards of health, safety, and environmental performance by promoting physical and mental well-being for all employees and those engaged with SSCL to carry out the scope of work. This policy accurately describes our unwavering devotion to our employees, clients, partners, the community, and all stakeholders, and it aims to establish a work environment that encourages the physical and mental well-being of all staff and others engaged with SSCL to carry out scopes of work.

SSCL Group Limited shall comply with all health and safety regulations in all geographic locations of operation to promote the well-being of all employees, all others engaged with SSCL to conduct set scopes of work, and those affected by our actions.

All employees and others engaged by SSCL to carry out specific tasks must be aware of the hazards and risks associated with our operations that put individuals and our company at risk.

Adequate resources must be made available to ensure that all employees and those contracted by SSCL to perform specific tasks are aware of this policy and committed to its implementation.

Consultation and open communication shall be encouraged to assist in the implementation of this policy. We will achieve our set HSSE targets by ensuring:

- Leadership must at all levels prioritize health, safety, security, and the environment.
- Leaders must implement, maintain, and contribute to the improvement of the company's HSE Management System
- Risks and hazards are identified, mitigated, and controlled regularly.
- Incidents are monitored and investigated, and steps are taken to prevent a recurrence.
- All employees shall be involved in our HSSE program, and our health, safety, security, and environmental communications are open and inclusive.
- All staff must ensure complete adherence to our company health and safety plans, including all relevant procedures
- All personnel will appropriately conduct hazard identification and disseminate to all personnel through a health, safety, and quality management system.
- We shall actively and openly review and report on our health and safety performance against published objectives and targets whilst maintaining an integrated Health, Safety, and Quality management

- Fostering a culture promoting compliance and encouraging employees to raise their policy questions and concerns and prohibiting retribution.
- Development and implementation of standards and procedures which will facilitate compliance by all SSSCL Facilities, Sites, and personnel to this Policy and all applicable laws.
- Providing continuous education and training that will enable employees to understand the basic requirements of this Policy and applicable environmental, health, and safety laws.
- Conduct internal and/or external HSE audits periodically to ensure compliance.
- Implementing a method for promptly reporting violations (and possible violations) of this Policy without the fear of retribution.
- Establishing strict, but appropriate disciplinary actions to be taken against employees who violate this, Policy.
- Adopting, embracing, supporting, and ensuring employees understand the philosophy that performance is never more important than compliance.
Taking prompt remedial action when required.
- Promoting feedback and periodic evaluation to continually improve compliance with this Policy.
- Evaluating and providing rewards for employees whose actions promote the tenets of this Policy.

SSCL is committed to providing whatever it takes to ensure everyone works in the safest environment possible. Company management and employees must work as one to maintain a safe and healthy work atmosphere and to protect the workplace and surrounding community from negative environmental impact. This goal can only be achieved through a combined effort of working together.

We at SSCL view safety, not as a priority, but as a core VALUE in our business philosophy. While priorities may change, the values stay with us indefinitely.

Signed

SMILIS CLEGG

(Managing Director)