Marsden
MARITIME HOLDINGS LTD

HEALTH AND SAFETY POLICY

"no job is so important that we are unable to take the time to work safely"

1.0 Marsden Maritime Holding Ltd (MMH) considers the health and safety of its employees, contractors, clients and authorised visitors to its premises, to be of utmost importance.

2.0 As such, the Company will maintain a Health and Safety Management System conforming to the best management practices, in accordance with AS/NZS 4801:2001.

3.0 The management system is evidence of MMH's commitment to:

3.1 Create a strong safety culture;

3.2 Comply with all applicable Occupational Health and Safety regulations, standards, industry best practices and guidelines;

3.3 Provide safe working conditions;

3.4 Ensure appropriate controls for hazards are established;

3.5 Ensure that the prevention of injuries and illnesses is made a priority during project planning and in all operational activities;

3.6 Ensure that Health and Safety considerations receive appropriate priority in design, operation and maintenance of all MMH owned (or leased) property and equipment;

3.7 Ensure all persons receive appropriate training to gain a proper understanding of all applicable Health and Safety practices, Company procedures and regulatory requirements;

3.8 Strive for continuous improvement in the area of Health and Safety performance by monitoring operations and through regular measurement and review of its targets, objectives, policies, procedures and processes.

4.0   Responsibility & Accountability

4.1   The Chief Executive of Marsden Maritime Holdings Ltd is accountable to the MMH Board of Directors for ensuring this policy is implemented and that any safety incidents are reported to the Board including mitigation measures that could be implemented to prevent reoccurance. The Board will regularly review the policy and update as required.

4.2   All staff are responsible for the communication and demonstration of a **Safety First** culture, in accordance with this policy and its overriding objectives. They are accountable for the protection and actions of personnel under their authority and will always reinforce safe work behaviours.

4.3   All employees and contractors engaged in activities under MMH's control are responsible for stopping and reporting unsafe acts and conditions, and for adhering to Company policies and procedures.

4.4   All contractors and subcontractors who are required to undertake any work on MMH's land, must complete a Job Safety Analysis, provided by MMH, prior to any work being undertaken except where a contractor or subcontractor provides their own health and safety documentation which must be reviewed by MMH prior to any work proceeding.

4.5   All contractors and service providers are required to provide evidence to MMH of full workers insurance at a minimum value of $10 million.

5.0   Health and Safety Committee

The Committee shall comprise all MMH Board members with the Chair of the MMH Board being the Committee Chair.

5.1   Responsibilities of the Committee:

5.1.1   Review and monitor the organisation's health and safety risk management framework and policies to ensure that the organisation has clearly set out its commitments to manage health and safety matters effectively.

5.1.2   Review and establish strategies for achieving health and safety objectives.

5.1.3   Review and set approval targets for health and safety performance and assess performance against those targets.

5.1.4   Monitor the organisation's compliance with health and safety policies and relevant applicable law.

5.1.5   Ensure that the systems used to identify and manage health and safety risks are fit-for purpose, being effectively implemented,

regularly reviewed and continuously improved. This includes ensuring that the Committee is properly and regularly informed and updated on matters relating to health and safety risks.

5.1.6   Seek assurance that the organisation is effectively structured to manage health and safety risks, including having competent workers, adequate communication procedures and proper documentation.

5.1.7   Review health and safety related incidents and consider appropriate actions to minimise the risk of recurrence.

5.1.8   Ensure that the appropriateness of resources available for operating the health and safety management systems and programmes are regularly reviewed.

5.1.9   Any other duties and responsibilities that are necessary to maintain best management practice in accordance with AS/NZS 4801:2001.