

Health and Safety Policy

The management at Franmarine, under the scope of management of diving and integrated underwater services provided to the defence, infrastructure, shipping and resource industries, are committed to establishing, maintain and continually improving the effectiveness of a fully integrated Health, Safety, Environment and Quality System.

Franmarine is committed to protecting the health and safety of all persons in the workplace including employees, contractors, and other visitors. Franmarine demonstrates this commitment through its Health and Safety Management System that is integrated with all organisational activities.

Franmarine employees, contractors and visitors have a duty of care including the responsibility to work safely, to take all reasonable care for their own health and safety, and to consider the health and safety of other people who may be affected by their actions.

Franmarine will take all reasonable and practical steps to improve work safety conditions and will strive to uphold its core values of safety, knowledge, integrity, and leadership.

Franmarine is committed to:

- Establishing systems for the management of health and safety in compliance with relevant health and safety laws, regulations, and standards.
- Implementing and maintaining Health and Safety systems, inclusive of standards, policies, and procedures. These will be monitored regularly to ensure their integrity and effectiveness to facilitate continuous improvement.
- Providing and maintaining safe workplaces, plant, equipment, and systems of work across all levels of the business.
- Ensuring safety and health is an essential part of management accountability and ensuring all levels of supervisors, employees, contractors, and visitors understand and accept their safety and health responsibilities.
- Implementing risk and hazard management systems which are relevant and suitable for the organisation's risk exposure as well as identify, promote, and continuously improve health and safety performance.
- Encourage ongoing consultation and participation of workers in all relevant areas of the business.
- Maintain our zero reportable injury status by continually identifying and controlling all potential risk situations through investigation of all near misses, illnesses, incidents, and accidents and taking action to prevent any re-occurrence.
- When injury or illness occurs to our people, help achieve full recovery through response, treatment, and active rehabilitation.
- Providing information, instruction, training, and supervision to all personnel within the business.
- Establishing clear targets and objectives to improve health and safety in the workplace.
- Monitoring and reviewing performance against objectives and targets.
- Maintaining a positive safety culture through encouraging active participation, consultation and cooperation of all employees, contractors, and visitors in promoting and developing measures to improve health and safety at work.
- Investigating all incidents, and following the documented process for investigating near-misses and hazards to ensure corrective actions are identified and implemented.
- Encouraging and supporting any worker to stop the job if they do not feel safe.
- Providing a work environment that recognises that psychological health and wellbeing of employees is considered in the same way as physical health.

Franmarine are committed to a continuous improvement culture adopted by all key departments within the company.

Reviewed by: Adam Falconer-West (Chief Executive Officer)

Date: 30/01/2023

Signature:



Franmarine

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