


HSE Management Systems		<b>Health, Safety and Environment Policy</b>			
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European Management and Marine Corporation is committed to conducting its business in a way which causes no incidents, no harm to people, property or to the environment. We believe that good Health, Safety and Environmental performance is the key to long term success of the company, is good for business and is therefore an essential part of the overall business plans and objectives. Every employee has responsibilities and accountability for HS&E and these responsibilities and accountabilities are documented and communicated to all personnel. In addition to requiring the involvement and participation of everyone in the Organisation we also believe that good HS&E performance is dependent upon a process of continuous improvement. Therefore, we are;

**EFFECTIVELY MANAGING HS&E BY:**

- Ensuring that HS&E is an integral part of the way we do business.
- Making people responsible and accountable for activities required to implement this policy.
- Ensuring that responsibilities and authorities for relevant roles are identified and communicated throughout the Organisation.
- Using Quality Management principles in the implementation of our Continuous Improvement Plans.
- Communicating openly with our employees, customers and interested parties on our HSE objectives and performance.
- Ensuring the availability of resources to establish, implement, maintain and improve the HSE Management Systems.

**REDUCING HS&E RISK BY:**

- Identifying and assessing HS&E hazards and risk, and by preventing, controlling or reducing risk to the lowest reasonably practicable level.
- Regularly reviewing our working methods and industry best practice to identify opportunities for improvement.

**INVOLVING AND CONSULTING WITH OUR EMPLOYEES BY:**

- Providing them with appropriate HS&E information, instruction, training and supervision.
- Encouraging their participation and ideas in improving HS&E performance, and commending good HSE performance.
- Providing processes for the consultation and participation of employees at all levels within the Organisation.
- Listening and addressing their concerns about HS&E issues.

**COMPLYING WITH LEGISLATION, CODES OF PRACTICE AND STANDARDS BY:**

- Keeping abreast of, interpreting and complying with relevant legal requirements and other requirements, regulations, codes of practice and industry standards, and by taking any additional measures we consider necessary.
- Working with our industry, our customers, interested parties and the relevant enforcing authorities to influence effective legislation and standards.

**CONTINUOUSLY IMPROVING OUR HSE PERFORMANCE BY:**

- Investigating, and analysing incidents, HSE Observations and, where necessary implementing remedial actions.
- Regularly assessing our wastes, emissions and discharges in order to prevent environmental pollution.
- Monitoring, auditing and providing feedback on our HSE Management Systems performance.
- Initiating and prioritising improvements to our HSE Management Systems, based on the assessment of risk and opportunities, HSE plans, HSE Management Reviews, continual monitoring and audits.
- Setting demanding yet achievable objectives and targets for improvement of our HSE Management Systems and performance.

The Senior Management of European Management and Marine Corporation receive regular reports on the status of our Health, Safety and Environmental Management System activities and performance. We use this information to monitor our progress towards achieving the goals and objectives set up by our overall HS&E Plan, our Continuous Improvement Plan, and our success in working together towards achieving our overall goal to conduct our business with no incidents, no harm to people, property or the environment.

Signed:

Date:

January 2019

Shyam Jodhawat, C.E.O.

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