


HSE Management Systems To BS EN ISO 45001:2018		Health, Safety and Environment Policy			
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European Management and Marine Corporation (EMM) recognises their legal and ethical responsibility to ensure, so far as is reasonably practicable, the Health, Safety and Welfare of their Employee's and Others, including the protection of the Environment, from any hazards associated with the Company's work processes.

We believe that strong performance in Health, Safety, Welfare, and Environmental matters is vital to the long-term success of EMM. It supports good business practices and forms an integral part of our overall business plan by providing a framework for setting HSW&E objectives.

Every employee is both responsible and accountable for safeguarding their own Health, Safety and Welfare, as well as that of others, and for protecting the Environment. In order to comply with the requirements of ISO 45001:2018, 14001:2015, and all applicable legal requirements, the Top Management at European Management and Marine Corporation are fully committed to:

EFFECTIVELY MANAGING HSW&E BY:

- Ensuring that HSW&E is an integral part of 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.
- Communicating openly with our Employees, Customers and Interested Parties on our HSW&E objectives and performance.
- Ensuring the availability of resources to establish, implement, maintain and improve the HSW&E Management Systems.
- Protect the environment, including prevention of pollution.

ELIMINATING HAZARDS AND REDUCING HSW&E RISK BY:

- Identifying and assessing HSW&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.
- Providing a Safe System of Work for potentially hazardous activities carried out on and offsite
- Ensuring Safe Access and Egress around the Workplace
- Ensuring Safe use, handling, storage and transportation of hazardous substances and articles

INVOLVING AND CONSULTING WITH OUR EMPLOYEES BY:

- Providing them with appropriate HSW&E information, instruction, training and supervision.
- Encouraging their participation and ideas in improving HSW&E performance and commending good HSW&E performance.
- Providing processes for the consultation and participation of employees at all levels within the Organisation.
- Operating an 'open door policy' where Employees can raise concerns with the Management Team.
- Encouraging Employees to remove themselves from any situations which they consider to present imminent or serious danger and to 'Stop the Job' with full support from Management and without any repercussions of taking this action.

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.

Top Management of EMM receives regular reports on the status and performance of our Health, Safety and Environmental Management System. This information is used to monitor progress, evaluate effectiveness, and drive continuous improvement in line with the goals and objectives outlined in our overall HS&E Plan and the EMM Continuous Improvement Plan. This includes a strong focus on enhancing employee welfare.

Signed:


Dimitri Bracco Gartner
Chief Executive Officer

Date: October 2025
Next Review: October 2026