



## Solas Marine Services Group of Companies

### Health, Safety and Environmental Policy

SOLAS regards the promotion of Health, Safety & Environment measures as a mutual objective for management and employees at all levels, and considers this as a responsibility equal to that of any other function.

The Company aims to achieve high standards of health, safety & environmental management throughout in its activities of "Designing, troubleshooting, maintenance, servicing, installation, rentals and commissioning of fire and gas detection systems, fire fighting systems, breathing air cascade systems, marine electronics & automation systems (navi-com) for industrial and marine units both including execution of turnkey jobs, project management for these activities. Maintenance, servicing & rentals of life saving appliances for marine units such as life rafts, life boats, breathing air sets and breathing air compressors. Calibration of gas detection equipment. Trading of life saving, fire detection, fire fighting equipment, personal safety equipment and navigational equipment, Assembling, Supply & Testing of Fluid Hose Assemblies & Related Products" and expects the same high standards from its sub-contractors and suppliers.

It is, therefore, SOLAS policy so far as is reasonable practicable, to provide, maintain and continuously improve a working environment that is safe, without risk to health, and with adequate welfare and environment friendly facilities for all its employees and non-company employees involved in the Company's undertakings.

To this end, SOLAS will provide such resources and competent technical advice as may be necessary to enable all employees to meet their Health, Safety & Environment responsibilities, taking in to account all statutory requirements. Risk assessments will be carried out, and recorded, in all areas where potential hazards are likely to exist.

The Management of SOLAS gives full backing to this policy and will fully support all persons implementing it. Everyone with supervisory responsibility must recognize the need and accept responsibility for Health, safety and Environment in all undertakings coming within their area(s) of control and to arrange for adequate information, equipment, instruction and training for employees for whom they are responsible. They must ensure adequate delegation of those responsibilities when they are absent.

Successful implementation of this policy requires the wholeheartedly commitment of everyone in the Company and acceptance by individual employees of their responsibilities to:

- Take reasonable care for the Health & Safety of themselves and for other persons who may be affected by their acts or omissions at work.
- To minimize any adverse impact on the environment and risks to the occupational health from its activities, products and services.



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- To assist in promoting and implementing environment protection perceptions.
- To prevent environmental pollution, injury & ill health, incidents and other accidents within the activities of the organization.
- To co-operate with the Company by adhering to Company, local, international rules, applicable legal and other requirements safe working practices and all instructions necessary to enable the Company to comply with its duties.
- To continually improve the performance of health, safety and environmental management system performance.

All persons are reminded that it is a criminal offence to misuse or recklessly interfere with anything provided in the interest of health, safety, environment protection and welfare. The Company stresses its commitment to Health, Safety and environment protection to the extent that, where willful disregard for safe working practices by an employee seriously puts at risk the Health and Safety of themselves or any other person and danger to environment will be considered as gross misconduct, and may lead to the severest disciplinary action.

Simultaneously all those employees, which would contribute in promoting HSE exceptionally would be suitably rewarded.

The HSE policy may be revised or added to or modified from time to time and will be supplemented, where appropriate, by codes of practices, guidance notes, HSE information bulletins and standards. Changes will be brought to the individual attention of the relevant personnel.

A handwritten signature in blue ink, appearing to read "Sanjay Prabhu", written over a horizontal line.

**Sanjay Prabhu**  
**Chief Executive Officer**

(Dated: 16.07.16)