

Health & Safety Policy of Parkol Marine Engineering Ltd. General Statement of Policy

Parkol Marine Engineering Ltd is committed to ensuring the health, safety, and wellbeing of all personnel working for or on behalf of the Company. This Policy follows guidance from the Health & Safety Executive (HSE) and complies with the Health & Safety at Work etc. Act 1974.

It is our individual responsibility, together with the Company Management, to ensure that our working environment is safe, without significant risks, and meets the appropriate statutory requirements. All levels of management and employees have a vital role in the implementation of our health and safety program, and their personal co-operation is essential to its success.

As such, the Directors of Parkol Marine Engineering Limited are committed to the following:

- Eliminating hazards and reducing risks, with an aim to prevent injury or ill health to anyone who may be affected by its work activities.
- Complying with all relevant legal, customer and other third-party requirements.
- Continually improving its risk management and occupational health and safety performance.
- Actively consult with and encourage participation from our workers and their representatives in OH&S matters.

The organisation will achieve these commitments by:

- Implementing and maintaining a Health and Safety Management System that is certified as compliant by a UKAS-accredited certification body with ISO 45001:2018.
- Systematically identifying hazards present and applying a risk assessment procedure that will identify and implement appropriate control measures and safe systems of work.
- Maintaining a set of objectives and a supporting programme of work that is focused on achieving the organisation's commitments and eliminating or reducing the major hazards present.
- Clearly defining individual management and employee responsibilities for implementing the Health and Safety Management System and achieving the organisation's objectives.
- Providing appropriate information, instruction, training, and supervision so that all employees:
 - Are aware of their responsibilities and legal duties; and
 - Can support the implementation of the Health and Safety Management System and the development of a proactive health and safety culture.
- Maintaining effective systems of communication with all employees and other persons affected by the organisation's activities.

In addition to the Company Policy, management and supervisory staff have specific responsibilities with regard to Health and Safety to ensure all statutory obligations appropriate to our business are met at all times and ensure that health and safety considerations are always given priority in planning and the day-to-day supervision of work.

The Company will provide resources and consultation channels to support Health and Safety, considering employee input. All employees must comply with statutory regulations and Company safety rules, with breaches treated seriously. Health & Safety performance and objectives will be reviewed annually to ensure continuous improvement.

Signed on behalf of the Board of Directors:

Date: 18/6/26

