

HSE Policy Statement

The Health, Safety and Environmental (HSE) Policy of **European Marine Spares** was written by the top management of the organisation and reflects its culture. This guides all employees to be committed to continually improving the effectiveness of the integrated management system and provides the framework for establishing and reviewing the HSE objectives of the organisation.

The QHSE Policy is readily available, understandable to all in the organisation and reviewed for continual suitability. The management of **European Marine Spares** has the responsibility of defining and documenting the **European Marine Spares** HSE policy and overall objectives ensuring that the documents are regularly reviewed for continuous suitability and improvement. It is the responsibility of each employee to comprehend and apply the Procedures to their work area. The HSE Policy is available to external interested parties upon their official request.

This policy shall be regularly reviewed to ensure ongoing stability. The commitments listed here above are in addition to company's basic obligation to comply with all applicable laws and regulations of the industry and have been designed as per the ISO Standards 14001 and ISO 45001:2018.

The HSE Policy Statement of **European Marine Spares** is the following:

European Marine Spares is committed to excellence in **Health & Safety**, and **Environmental** performance. The company operates in full alignment with the principles of **ISO 14001:2015**, and **ISO 45001:2018**, and complies with all applicable legal and regulatory requirements.

Occupational Health & Safety (OH&S) Commitment

- We provide safe and healthy working conditions to prevent work-related injury and ill health, appropriate to the purpose, size, and context of our organization, and in line with our OH&S risks and opportunities.
- We establish OH&S objectives and review them regularly as part of our continuous improvement and compliance with Cyprus legislation.
- We are committed to consulting with and ensuring the participation of our workers and their representatives in OH&S matters.
- We allocate necessary resources—including personnel, equipment, funding, and external expertise when required—to ensure occupational health and safety across all operations.

Environmental Commitment

- We comply with all applicable legal and regulatory environmental requirements and other obligations we subscribe to.
- We work to reduce waste, promote recycling, minimize non-conformities, and reduce the environmental impact of our operations.
- We are prepared to respond to and recover from environmental emergencies and incidents, maintaining readiness through planning and regular evaluations.
- We promote sustainable development by continuously improving our environmental performance and encouraging awareness among our employees and service providers.
- We engage with interested parties and contribute to sustainable global improvements by communicating and participating in environmental initiatives.

Integrated Management System (IMS)

- We implement and maintain an Integrated Management System (IMS) to achieve our HSE objectives and ensure ongoing compliance and performance.
- We monitor and review HSE targets through audits, evaluations, and performance metrics.
- We communicate our HSE policy, objectives, and programs to all personnel, ensuring they are understood, adopted, and implemented at all levels of the organization.
- We expect service providers and partners whose work may impact our HSE performance to demonstrate awareness and commitment to the same standards.

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