



# Health & Safety Policies



A Jifmar Group policy

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Health and safety are part of Jifmar Group's DNA since its inception. These policies apply to all persons on board one of the vessels or any other facilities of Jifmar Group. More than a notion or a means, safety is a value. The reliability of our expertise is based on achieving the "Zero accidents" target. This means that no commercial or operational activity will be pursued at the sacrifice of safety. Everyone is responsible for guaranteeing and promoting our health and safety policy.

## OUR COMMITMENTS:

### 01. Safe working conditions

Guaranteeing the sustainability of the working environment, with safe and healthy working conditions during operations and everyday life on board ships, offices and bases. Two dedicated policies reinforce this rule :

- Clear deck
- Stop work

### 02. Available resources

Providing our employees with all possible technical and structural means to ensure the safety of people, the environment and assets.

### 03. Risk Management

Risk management is a principle at our company. Prior to commencing any project or operation, we conduct risk assessments, identify hazards, and implement relevant mitigation measures.

### 04. Communication & lessons learned

Consulting and involving employees in decision-making regarding health and safety management, considering lessons learned and their feedback as well as of our customers' and partners'.

### 05. Regulatory watch

Observing a constant watch to be continuously in compliance with the national and international regulations, as well as with SOLAS and the relevant codes (ISM, ISPS, MLC, etc.), but also to meet the specific health and safety standards of our customers.

### 06. Proactivity and incentives

Promoting awareness and communicating our safety requirements and culture to all employees and partners helps us maintain our proactiveness and standards at all operational levels of our business.

### 07. Transparency in case of accident

Ensuring transparency and communication in the event of an accident enables appropriate corrective actions to be taken and lessons learned to be shared.

### 08. Continuous training & emergency preparedness

Continuously improving the safety management skills of our shore-based and shipboard staff through awareness, raising initiatives, training programs and emergency preparedness.

## STOP WORK

The stop work authority shall be exercised in accordance with this policy, and any disputes relating to the application of work stoppage will be carefully monitored and resolved.

In line with this policy, all employees and working personnel on ships or on Jifmar' sites, are authorized and obliged to stop all tasks or operations representing an imminent danger.

No work shall resume until all "stop work" concerns and questions have been adequately addressed and resolved. Jifmar Group Management will not tolerate any form of reprisal or direct or indirect intimidation at any individual for exercising their authority as outlined in this policy.

Every manager shall be the responsible for continuously strengthening the safety culture within their respective departments, where the authority of "stop work" is exercised freely. They shall acknowledge proactive participation and ensure that all "stop work" actions are properly reported, and the required follow-up completed.

## PERSONAL PROTECTIVE EQUIPMENT

This policy aims to protect the health and ensure the safety and physical integrity of Jifmar Group personnel and all third parties who are required to work in the company's work units.

Any person, whether internal or external to the company, present on a vessel, an operational base, or any other type of project, must always adhere to the company's PPE matrix, ensuring their safety and protection.

Employees are responsible for the PPE allocated to them, on pain of penalty. PPE is allocated for exclusive use at work.

The PPE provided to employees must be properly worn, properly maintained and properly stored (according to supplier requirements).

Failure to comply with this directive may result in disciplinary action.



## ZERO DRUG & ALCOHOL

### 01. D&A Rules

Alcohol and drug consumption during a mission, embarkation or travel is strictly forbidden, even during rest hours. As soon as personnel leave their homes, they must not be under alcohol or drug influence. Alcohol and drug consumption in the office, on ships and on bases is strictly prohibited.

These rules apply to all Jifmar Group employees and subsidiaries, its subcontractors, temporary staff, and customers. The company considers CBD (Cannabidiol) a drug because of its effects on the organism.

### 02. Unannounced tests

On board vessels, any person carrying out these duties may, in the event of apparent drunkenness or legitimate suspicion of being under the influence of drug, be subject to an alcohol or drug test by the master or a relevant designated person.

Jifmar Group reserves the right to carry out unannounced checks for the presence of alcohol and drug on its ships, shore bases, and offices.

### 03. Disciplinary measures

The management of Jifmar Group reserves the right to implement relevant disciplinary measures in case of confirmed presence and/or consumption of alcohol and/or drug on board our ships, bases and offices.

Any individual found to be in breach of the Zero D&A rules may be subject to disciplinary action.

## CLEAR DECK

'Clear deck policy' shall be respected and enforced whenever wires are deployed and under tension. All personnel have responsibility, authority and accountability to ensure that the requirements of the 'clear deck policy' are well respected and applied.

- In the case of suspended loads, all persons shall remain within the identified safe areas until crane operators have finally positioned and landed the load.
- In the case of under-tension cables and wires, all persons shall remain within the identified safe areas until they become slack and free from tension. Safe areas are considered to be fully clear of any suspended load, under-tension lines, or snap-back risk.

A safe area must be defined before each operation as part of the job preparation (discussed during the Toolbox Talk), considering all the potential risks related to the specificity of the operations.

- When operations apply a deviation to the clear deck policy, the use of tag lines is allowed when covered by an appropriate risk evaluation and relevant mitigating measures.
- If this policy is breached during an operation, the 'stop work policy' will be applied. In any case, a designated officer will supervise the operations and ensure the application of the 'clear deck policy'. Decks and operating areas shall always remain clean and clear of hazards.

## NON-SMOKING

This policy applies to both Jifmar's employees and external visitors and covers any type of tobacco smoking and any kind of use of oral tobacco products or "spit" tobacco or electronic cigarettes.

- Smoking areas shall be designated at the discretion of the Master or management on board our vessels at all bases and offices. All designated smoking areas must be located outside all accommodations, considering any operations ongoing on deck and the potential presence of dangerous goods.
- These smoking rules may be subject to more restrictions, depending on specific locations and situations, such as working in ATEX areas, sailing near oil and gas installations, or rules imposed by customers.
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- The use of tobacco products is not permitted at any time within the facilities, inside vehicles, or in vessels' accommodations. This includes but is not limited to, workspaces such as the ship's navigation bridge, corridors, and engine room spaces. Safe, designated, and identified smoking areas may be provided outdoors.

- Anyone who breaches this policy may be subject to disciplinary action.

Jean-Michel BERUD, Jifmar Group CEO