

## **HSE POLICY**

Pharos Marine Automatic Power, Inc.'s HSE policy and goals are continually monitored and reviewed annually and are communicated via our HSE Performance Improvement Plan.

These are applied through policies, procedures and management systems. HSE performance is also a key area of focus for our customers and PMAPI's improvement initiatives are often implemented in conjunction with them. PMAPI's HSE objectives are:

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### **HEALTH**

Continue to improve the quality of occupational health management by:

- Controlling more effectively the health risks arising from our activities
- Promoting the benefit of healthy lifestyles for our employees

### **SAFETY**

Reduce the number of injuries occurring by:

- Using leading indicators to measure proactive performance
- Ensuring our personnel are properly inducted and trained
- Ensuring proper security and emergency response plans are in place and tested
- Combating complacency in routine activities by refresher campaigns on recurring at risk behaviors
- Maintaining a focus on high risk areas

### **ENVIRONMENT**

Continue to improve environmental management by:

- Reporting on appropriate environmental indicators
- Evaluating work practices and processes that could adversely affect the environment
- Managing waste more efficiently