



Focal Health and Safety Policy

Introduction

At Focal, the health and safety of our employees, contractors, customers and business partners are of paramount importance. This policy outlines our commitment to creating and maintaining a safe, healthy and compliant work environment across all our operations. By adhering to the highest health and safety standards, we aim to minimise risks, prevent injuries and protect the well-being of everyone involved in our business activities.

Purpose and Scope

The purpose of this Health and Safety Policy is to:

- Establish a proactive approach to identifying, assessing and mitigating health and safety risks.
- Provide clear guidance on health and safety responsibilities for employees and management.
- Ensure compliance with international, regional and local health and safety laws.
- Foster a culture of safety, where everyone takes responsibility for maintaining a safe environment.

This policy applies to all Focal employees, contractors and visitors.

Statement

Focal is committed to:

- Ensuring the health, safety and welfare of all employees and stakeholders.
- Complying with all applicable health and safety laws, regulations and standards.
- Providing appropriate training, tools and resources to support safe working practices.
- Regularly reviewing and improving health and safety measures to align with best practices and operational needs.
- Promoting open communication to encourage reporting of potential hazards and incidents without fear of retaliation.

Responsibilities

1. Employees

- Follow all health and safety procedures and practices.
- Use personal protective equipment (PPE) as required.
- Report hazards, unsafe conditions or near-misses.
- Participate in health and safety training sessions and drills.



2. Management

- Ensure the implementation and enforcement of this policy across all operations.
- Conduct regular health and safety audits and risk assessments.
- Address reported hazards and incidents promptly and effectively.
- Provide the necessary resources, equipment and training to maintain safety standards.

3. Health and Safety Officer

- Oversee compliance with health and safety regulations.
- Monitor and evaluate health and safety performance.
- Investigate incidents and recommend corrective actions to prevent recurrence.

Key Health and Safety Areas

1. Risk Assessment

Focal will identify and assess potential risks in all areas of operation, including onboard vessels, at port facilities and within office environments. Control measures will be implemented to mitigate these risks effectively.

2. Safe Working Practices

- All operations will follow documented safe working procedures.
- Machinery and equipment will be maintained to ensure safety and efficiency.
- Adequate signage, barriers and controls will be in place to prevent accidents.

3. Emergency Preparedness

- Oversee compliance with health and safety regulations.
- Monitor and evaluate health and safety performance.
- Investigate incidents and recommend corrective actions to prevent recurrence.

4. Emergency Preparedness

- Emergency response plans will be developed, tested and updated regularly.
- Regular drills, including fire and evacuation, will be conducted.

5. Health and Hygiene

- Clean and hygienic facilities will be maintained across all operational sites.
- Employees will have access to appropriate medical care and resources.
- Mental health and well-being support will be available to all employees.

Reporting and Incident Management

- All accidents, injuries, near-misses, and unsafe conditions must be reported immediately.



- Incident investigations will be conducted to identify root causes and implement corrective actions.

Monitoring and Review

- Health and safety performance will be monitored through regular audits, inspections and reviews.
- Feedback from employees and stakeholders will be incorporated to improve safety measures.



Capt. Parag Jain
CEO
January 2025