



## OCCUPATIONAL HEALTH & SAFETY POLICY

Health and Safety at work is fundamental to the operation of MARITECH® and is one of our primary business objectives. We recognize our responsibility to provide the highest standards of occupational health and safety for all employees, contractors, and third parties who work on our premises or on behalf of the company.

Our commitment extends across all operations, projects, and business units, and is aligned with our values of integrity, responsibility, and continuous improvement.

### Purpose and Scope

The purpose of this policy is:

- Safeguard the health, safety, and well-being of all individuals involved in Maritech's operations
- Foster a culture of proactive risk management and continuous improvement
- Ensure full compliance with relevant health and safety legislation and standards

This policy applies to all employees, contractors, suppliers, and stakeholders involved with Maritech Group, across all jurisdictions.

### Key Principles and Commitments

Maritech is committed in the following principles:

- **Legal Compliance:** Adhering to all applicable occupational health and safety legislation, internal procedures, and recognized international standards.
- **Risk Management:** Continuously identifying, evaluating, and mitigating occupational risks and exposure to harmful factors.
- **Safety Targets:** Setting and monitoring quantitative and qualitative H&S objectives using industry-recognized KPIs.
- **Preventive Action:** Establishing programs and protocols to eliminate or minimize risks before incidents occur.
- **Integrated Safety Culture:** Embedding health and safety criteria into procurement, project planning, and operational decisions.
- **Employee Engagement:** Involving employees and their representatives in consultation, improvement, and training initiatives.
- **Communication & Awareness:** Promoting transparent communication and awareness-raising efforts at all organizational levels.
- **Audits & Evaluation:** Conducting regular internal and third-party inspections to assess performance and compliance.
- **Incident Management:** Establishing reporting and investigation procedures for all incidents, and implementing corrective actions.
- **Emergency Preparedness:** Ensuring prompt and effective response to emergencies, including training and equipping relevant personnel.
- **Stakeholder Collaboration:** Promoting cooperation and information-sharing with contractors, clients, and suppliers to foster a shared safety culture.

## **Governance, Communication & Review**

This policy:

- Is approved by the Company's Sustainability Committee
- Is developed and revised every two years unless required earlier, by the Company's Corporate Governance and Sustainable Development Division, in cooperation with the Business Units responsible for its implementation
- Applies to all Business Units and subsidiaries of Maritech Group, while its basic principles are also of relevance to its suppliers and business partners, as reflected in the "Suppliers & Business Partners Code of Conduct"
- Is communicated internally and externally and is publicly available to the Company's Stakeholders
- The Company is committed to allocating the necessary resources to ensure the implementation of this policy and the continuous improvement of its performance

For any questions or feedback, please contact: **[compliance@maritechgroup.com](mailto:compliance@maritechgroup.com)**

## **MARITECH GROUP HOLDING LTD**

Chen YiJie, Executive BoD member