



## **Occupational Health and Safety Policy**

Queensway Navigation Co. Ltd. is committed to providing a safe and healthy working environment for all shipboard and shore-based personnel. The Company actively promotes a strong safety culture at all organizational levels, ensuring that occupational health and safety (OHS) remains a core operational priority and an essential part of its overall performance objectives.

This policy supports compliance with the Maritime Labour Convention (MLC 2006), the ISM Code, and applicable occupational health and safety legislation, and reflects the Company's responsibility to prevent work-related injuries, illnesses, and accidents through proactive measures.

To achieve and maintain high standards of occupational health and safety, the Company shall:

- Identify, assess, and control workplace hazards through risk assessments, job safety analyses, and safety inspections
- Ensure that all work activities are conducted in accordance with applicable procedures, safe practices, and legal requirements
- Provide all employees with appropriate personal protective equipment (PPE), safety instructions, and job-specific training
- Promote the physical and mental well-being of personnel by supporting safe working hours, adequate rest, and respectful workplace conduct
- Establish clear processes for reporting unsafe conditions, near misses, and accidents without fear of retaliation
- Monitor safety performance, investigate incidents, and implement corrective and preventive actions where necessary
- Involve crew members and staff in health and safety discussions, audits, and continuous improvement initiatives
- Ensure medical care, emergency procedures, and first-aid readiness are in place and properly maintained on all vessels and shore facilities

All shipboard and shore-based personnel have a duty to take reasonable care for their own safety and the safety of others. They are expected to follow all safety procedures, use protective equipment correctly, and report any hazards, unsafe conditions, or incidents immediately.

The Company recognizes that occupational health and safety is a shared responsibility that requires active participation, awareness, and leadership at every level. A strong safety culture is essential to the well-being of all personnel and the success of Company operations.

