

# Health and Safety Policy

## Bower Offshore Objectives:

- To maintain a safe and healthy working environment for all employees, clients, and contractors on board our vessels, during marine operations and in shore-based locations.
- To consider Safety as a personal value and responsibility.
- To advise Managers, including Masters and Supervisors of their primary responsibility for providing and maintaining a working environment that is safe and without risks to health.
- To STOP work when operations undertaken are at the sacrifice of safety.
- To consider that all incidents are preventable and that a zero accident target is desirable and achievable.

## To achieve these objectives, Bower Offshore's policy is to:

- Utilize the Bower Offshore Safety Integrated Management System (SIMS)
- Demonstrate clear commitment of senior management and personnel to comply with the company policy regarding occupational health and safety.
- Engage all personnel by understanding their responsibility, authority, and accountability, to avoid risks to themselves and others, by working in a safe manner and adhering to prescribed safe working practices.
- Promote individual safe behaviours through a proactive culture of intervention.
- Promote the personal responsibility to report all unsafe and unhealthy activities which could lead to injury, illness, loss, or damage so that they shall be investigated and corrected to maintain the standards set by Bower Offshore
- Provide the necessary training, induction, and familiarization to enable all personnel to comply with the SIMS, including relevant international legislation and codes of practice affecting the workplace.
- Bower Offshore will comply with legal requirements and search continual improvement within health and safety objectives.

## Responsibility and accountability

**The Chief Executive Officer** is obliged to enact this policy under the directive of the Board of Directors

**Management at all levels** is obligated to secure the success of the Policy by ensuring the necessary resources are both supplied and readily available at all levels of the organization.

**This policy applies** to all Bower Offshore units and is to be displayed on all vessels and shore facilities under the management of Bower Offshore.



Karl-Johan Bakken  
Chief Executive Officer