

HEALTH, SAFETY & ENVIRONMENT POLICY



Our value is SAFETY FIRST: Safety forms part of every decision. There is no job so important, nor any service so urgent, that we cannot take the time to work safely. This commitment is in the best interest of our employees, contractors, customers and the communities in which we live and work.

NZDS believes the protection of health, safety and the environment for all its employees, contractors, clients and the community to be of primary importance. To facilitate this, the Company will maintain a Health, Safety and Environmental (HSE) Management System conforming to the best management practices, in accordance with ISO 45001:2018 and ISO 14001:2015.

The overall success of the HSE Management System is based on NZDS' commitment to:

- Comply with all applicable Occupational Health, Safety and Environmental regulations, standards, industry best practices and guidelines, and to develop and enforce procedures that provide instruction to all employees identifying their responsibilities for meeting or exceeding these requirements
- Provide safe working conditions and protect employees, assets and the environment, in accordance with the NZDS HSE objectives
- Where possible, eliminate HSE risks. Where risks cannot be eliminated, NZDS shall ensure that risks are identified and appropriate controls for hazards are put in place, and the prevention of injuries, illnesses, damage and pollution is made a priority during project planning and operational activities
- Ensure that HSE considerations receive appropriate priority in design, operation and maintenance of equipment;
- Provide training to all personnel to ensure understanding of good HSE practices, Company procedures and regulatory requirements
- Strive for continuous improvement in its HSE performance by monitoring operations and through regular measurement and review of its targets, objectives, policies, procedures and processes
- Ensure that there is reasonable opportunity for worker participation and consultation in HSE matters at all levels of the organisation.
- Encourage concern and respect for the environment, emphasise every employee's responsibility in environmental protection, and ensure appropriate operating practices and training.

RESPONSIBILITY AND ACCOUNTABILITY

The Chief Executive Officer is responsible and accountable to the Board of Directors for ensuring the HSE Management System, including this policy, is implemented, reviewed regularly and updated as required.

Managers and Supervisors are responsible for the communication and demonstration of a SAFETY-FIRST culture, in accordance with this policy and HSE objectives. They are accountable for the protection and action of personnel under their authority and will always reinforce safe work behaviours.

All employees and contractors engaged in activities under NZDS' control are responsible for stopping and reporting unsafe acts and conditions, and for adhering to Company HSE policies and procedures.

Kirk Hannaford

CEO NZ Diving & Salvage Ltd

A handwritten signature in black ink that reads 'Kirk Hannaford'.

SAFETY FIRST

Safety Forms a Part of Every Decision