

QUALITY, HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL (QHSSE) POLICY

Strato Maritime Services Pte Ltd is committed to maintaining the health, safety and security of our employees and preventing harm to those that may interact with our operation such as customers, contractors and visitors. The company is fully committed towards achieving a goal of an injury-free workplace, zero accidents and zero spills at sea. We provide a quality service that meets or exceeds customer's expectations.

Strato Maritime recognizes that QHSSE is everyone's responsibility and the successful implementation is dependent on all employees sharing that same commitment. To achieve the successful implementation of this policy Strato Maritime shall:

- Ensure shore-based and ship-board management demonstrate safety leadership.
- Comply with all mandatory regulations and industry codes that are relevant to specific vessel types and trades.
- Maintain and continuously improve our SEMS Management System
- Monitor the effectiveness of the management system through periodic reviews, audits, customer feedback and third-party assessments.
- Engage competent employees and encourage an atmosphere of learning and development in QHSSE.
- Work with customers regularly to ensure services remain at a high standard and Strato is seen as a valuable business partner.
- Promote a culture of participation and create forums for communication and hazard awareness.
- Take account of local bodies and community issues on social and environmental matters related to our business activities.
- Assess all identified risks to personnel, the environment, physical and cyber security risks to eliminate or minimize the risks to as low as reasonably practicable.
- Be committed to manage cyber risks as part of our approach to safety management (including safety culture) and protection of the environment.
- Manage the safety risks introduced by Operational Technology (OT), Information Technology (IT) and networks as identified in our risk assessment.
- Apply appropriate cyber risk protection and control measures understanding that OT is vulnerable to disrupt the safe operation of the ship and the environment.
- Investigate incidents and non-conformities and preventive actions implemented to prevent recurrence.
- Promote a workplace that is contributing to good mental health and welfare, having sensitive and supportive discussions with those that need it.
- To continuously improve safety management skills of personnel ashore and onboard ships including emergency preparedness.
- Understand and assess our impact on the environment and develop programmes to reduce this impact.
- Establish QHSSE objectives, KPIs and plans to drive continuous improvement within the company.
- Ensure Managers and senior officers always lead by example in QHSSE-related issues.

All employees are responsible and accountable for the achievement of this QHSSE Policy.