1. **Marine Group Company Policy’s**

We believe that all our people are entitled to the same level of protection regardless of where in the world they work. To ensure a consistent approach to safeguarding Health, Safety, Environment and Security we have developed a Management System supported by our HSEEQ processes, procedures, instructions and guidelines, as well as a mature security system.

1. **SAFETY IS A CORE VALUE**

We are committed to an incident-free workplace, every day, everywhere. We continue to minimize the impact of our activities on the environment. We share and embrace the following core values:

* Safety
* Integrity
* Innovation
* Performance
* Collaboration
1. **MESSAGE FROM THE CHIEF EXECUTIVE OFFICER**

Safety is one of our core values and we believe that by working together with integrity, we will create an incident-free workplace every day, everywhere.

We can make this reality if we have the right attitude to health, safety, environmental and security management: by following instructions and procedures, by upholding our own high standards and never cutting corners, by helping others who may be new to a particular worksite and by challenging those who disregard our rules. We all have a part to play. Our project management teams will help you succeed by setting safety priorities as part of the project work execution.

I believe that safety, quality and good management are inextricably linked.

A safe worksite is a well-run worksite. A well-run worksite, onshore or offshore, is a safe place to work.

If we all do so, we can create a business which is second to none in terms of safe project delivery.

The person ultimately responsible for HSSEQ within our company is Jan Lindbäck (CEO), mobile: +46 705 885 519, e-mail: jan.lindback@marinegroup.se.

The person responsible for coordinating HSSEQ within our company is Andrzej Tesarski (superintendent), mobile: +48 693 843 286, e-mail: atesarski@marinecrane.pl.

*Jan Lindbäck*

Chie Executive Officer

1. **HSSEQ POLICY STATEMENT**

Marine Group is committed to an incident-free workplace, every day, everywhere.

Our performance depends on our ability to continually improve the quality of the services we provide to our clients, while protecting people and minimizing the impact on the environment. Marine Solutions requires an active commitment to HSSEQ from all our people and our contractors in all work activities. Line managers are responsible and accountable for ensuring compliance with all HSSEQ policies and procedures and this Corporate Policy. We will always communicate openly on issues with our stakeholders and share with them our experience and knowledge of successful initiatives.

**Policy implementation**

The Company has an HSSEQ Committee which oversees all HSSEQ matters. This committee is chaired by CEO and establishes procedures and guiding principles as it deems necessary to carry out the Company HSSEQ policy. The Company has established and maintains assessment, self-evaluation and audit programs to monitor the Company’s compliance with this policy. A compliance audit report is presented to Marine Solutions Board of Directors at least once a year.

**Compliance with relevant legislation**

The Company standards comply with all applicable laws and regulations in the countries where we operate.

**Risk management**

The Company strives to mitigate the impact of any foreseeable hazards, which may endanger health, safety and the environment, or could affect the quality of products and services it provides. This will be achieved through formal risk assessments as required per Company Policies and Procedures.

**Training**

The Company is committed to provide training and development needs as appropriate for each individual’s duties and responsibilities – this will always include HSSEQ training. Line managers are responsible for ensuring that appropriate training is given and individual competency evaluation is conducted as per the Company’s standards.

* 1. **HSSEQ COMMON PRINCIPLES**

**The following principles provide a common foundation across the Company on which our HSSEQ and Security policies are built:**

* We work according to applicable laws, codes and regulations
* We comply with approved procedures, rules and instructions
* We provide our people with all necessary information, instruction and supervision
* Our people are trained and competent for the tasks they are expected to complete
* We provide safe systems of work facilitated by efficient planning, robust risk assessment and effective management of change
* All incidents must be reported and investigated and remedial actions assigned and completed
* Clear objectives are set and progress is regularly reviewed
* Documentation is reviewed in accordance with a scheduled program or after a significant change
	1. **HEALTH**

We manage business activities to keep health risks to a minimum.

We provide a healthy working environment with the appropriate level of surveillance and support.

We provide expert medical support to our people to ensure that appropriate health examination and preventative medicines are provided.

We promote good occupational health by ensuring compliance with regulatory requirements and by providing clear guidance and information through health principles.

**Health principles**

We will:

* Work according to applicable health laws, codes and regulations
* Promote and maintain a positive health culture
* Provide and maintain healthy working conditions
* Consult our people on matters affecting their health
* Assess and control the health risks arising from our work sites
	1. **SAFETY**

Everyone who observes an unsafe situation or who feels it is not safe to continue with a task has a duty to intervene and stop the job. Such intervention will always be supported by Marine Solutions Management.

We are convinced that encouraging safe behavior and highlighting the importance of personal safety as a way of life will help to create a work environment where our people are safe and secure.

Our safety culture and management are supported by the safety principles which includes all safety training.

* 1. **ENVIRONMENTAL**

We will always conduct our business in a way that considers the environment and which aims to keep any negative impact to a minimum. This policy is managed by close attention to achieving regulatory compliance and continually improving our environmental performance through careful selection of consumables and working practices designed to reduce waste, energy consumption and emissions.

Awareness of the impact that our activities may have on the environment and the management of measures to control such impacts is encourages through our environmental principles.

**Environmental principles**

We will:

* Work according to applicable environmental laws, conventions, protocols and regulations
* Promote and maintain a positive environmental culture
* Manage our activities to eliminate or reduce any potential negative environmental impact
* Consider sustainability an important element in the way we do business
* Use planning, design and risk assessment to avoid and reduce environmental risk; environmental aspects and registered work are assessed on worksites and projects
	1. **SECURITY**

Marine Solutions is absolutely committed to providing our people with secure arrangements for their work environment and for away from home activities such as travel and business trips. We operate security networks on both a regional and global basis to manage security issues, to develop and implement security plans and to monitor local security intelligence. It is our policy to engage with local communities and to be sensitive to any local community issues.

Marine Solutions maintains its effective security programs through compliance with international protocols, ships’ flag-state rules, industry best practice and our own rules and procedures.

**Security principles**

We will:

* Promote and maintain a positive security culture
* Assess and manage threats so that we can protect our people and assets
* Take account of security issues in all aspects of our operations and planning
	1. **SUSTAINABILITY**

Every company have a responsibility towards the planet we live on! Marine Group is dedicated to make as little impact on the environment as possible. Marine group is driven by the engineering and innovations that can be made from industry components that are no longer at use to bring a second life to industrial structures in new areas of use.

(Exempel på inovationer )