



Zodiac
Maritime

QUALITY POLICY MANUAL

Manual : QPS
Issue : 018
Date : 04/06/2025
Approved : RP

Title: HEALTH, SAFETY, SECURITY & ENVIRONMENTAL POLICY

Quality Policy N° PS 19

At Zodiac Maritime Ltd we are driven by our Mission – To trade and operate with agility a diverse global fleet in a safe, reliable and cost competitive manner. We are committed to achieving our goal of attaining zero accidents, injuries, occupational ill health and pollution.

To support this mission, we take a proactive approach to managing all aspects of Occupational Health & Safety, Security and Environmental (HSSE) performance throughout the Company. This is reinforced as part of our shared responsibility and daily practice.

To fulfill these objectives, we, at Zodiac Maritime Ltd, are committed to:

1. Leadership, Continuous Improvement and Culture

- Continuously striving to improve our HSSE performance to drive progress towards our goal. This includes reviewing our objectives and setting measurable targets towards continual improvement across all levels of the organization.
- Providing adequate resources to achieve Company's HSSE objectives and targets.
- Encouraging open communication and participation across the organization to promote a positive safety culture.
- Making the Company's Policy publicly available through the Company's website to demonstrate our commitment to transparency and accountability in HSSE.

2. Health, Safety and Wellbeing

- Taking all practical measures to safeguard the health, safety, security and working environment of all personnel on board or ashore or visiting any facility operated by the Company, including exercising their authority to 'Stop Work' whenever safety or environmental risk is present.
- Promoting a safe and supportive environment, that fosters the physical and mental wellbeing of all personnel.
- Managing risks arising from work activities by eliminating or adequately controlling them to a reasonable level.
- Providing appropriate HSSE training to personnel whose roles involve potential risk.
- Providing clear instructions and procedures to guide daily work and decision making.
- Conducting regular emergency drills thereby ensuring our teams on board and ashore are always ready to respond quickly and effectively in an emergency.

3. Environmental Protection

- Identifying and assessing the environmental impacts from our operations ashore and on board and taking measures to reduce these impacts.
- Monitoring, measuring and reducing emissions, including greenhouse gases, as part of our commitment to responsible operations.
- Controlling and reducing waste generated through Company's operations and handling



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and disposing of all waste in a safe and environmentally responsible manner.

- Considering environmental consequences, whenever practicable, in procurement of goods and services.

4. Innovation and Systematic Approach

- Adopting and implementing new technologies, systems or equipment that enhance safety and minimize occupational health and environmental risks.
- Operating a Company's Management System compliant with globally recognized Standards, Codes and Conventions:
 - ISO 9001:2015 (Quality Management)
 - ISO14001:2015 (Environmental Management)
 - ISO 45001:2018 (Occupational Health and Safety Management)
 - ISO 50001:2018 (Energy Management)
 - International Safety Management (ISM) Code
 - International Ship and Port Facility Security (ISPS) Code
 - Maritime Labour Convention, 2006

5. Legal and Regulatory Compliance

- Strictly adhering to all applicable national and international HSSE laws and regulations, as well as additional requirements defined by the Company.

Signed _____

Daniel Ofer
Chief Executive Officer
Zodiac Maritime Limited