



WESTERN SHIPPING PTE LTD.

Posters

Health, Safety, Security, Environment & Quality Policy

Poster: 02

Revision: 12

Date: 02 Jan 2026

Developed By: HSQE

Verified By: HSQE

Approved By: COO

Page 1 of 1

WESTSHIP is committed to provide high quality ship management services by having procedures to promote and sustain healthy, safe, secure and environmentally responsible working conditions for all employees.

The objective of this policy is to adopt best industry practice to prevent injury, loss of life, avoid damage to environment and damage to property with an ultimate target of zero spills and zero incident to comply with International/Local rules and regulations; in particular, system of Management to fulfill requirements of ISM code. Damage to environment includes harmful releases into marine environment and reduction of emission below the permitted levels.

In promoting Health awareness, **WESTSHIP** recognizes that healthy and competent employees are the assets of the company. High priority will be given to maintain good and healthy working environment, medical fitness of all employees. Health related information, which may affect the employee will be made available to encourage healthy lifestyle and will ensure suitable preventive help is available. At the recruitment level, effective procedure will be in place to ensure medical fitness under the governing laws and regulations related to healthy working environment.

In promoting safety and quality, **WESTSHIP** will ensure implementation of ISM code and will abide by relevant industry best practice available through various well-known organizations, engaged in promoting Safety and Quality within the shipping industry. A Designated person within the organization reporting direct to highest authority, will promulgate contemporary practices adopted by the industry, review implementation and effectiveness of Safety and Quality systems.

In promoting security practices, **WESTSHIP** will comply with ISPS code and other local security requirements, adopt procedure to maintain alertness against security threats throughout the organization with changing security scenarios. At recruitment level, **WESTSHIP** will ensure suitable procedures in place to detect undesired activities. Necessary practices will be introduced to guide employees in preventing infiltration by unwanted elements.

In promoting environmental protection, **WESTSHIP** will maintain at least similar standards as applied through ISO14001, will adopt zero tolerance against non-compliance with applicable MARPOL regulations. **WESTSHIP** will also endeavour to reduce energy consumption, waste generation, effluents and emissions. Various activities will be studied and as far as possible steps will be taken to exceed legal and other mandatory requirements for environmental performance of the ships.

In matters pertaining to Health, Safety, Security and Environment, the Master has the overriding authority and discretion to take whatever action is necessary to safeguard human life, ship, environment and cargo.

All personnel employed by **WESTSHIP** are required to support and comply with this policy besides effectively contributing to the best of their ability to continuous improvement process.

Panagiotis Zavlagkas
Chief Operating Officer
Date: 02 Jan 2026

Approved by Board of Directors