



OCCUPATIONAL SAFETY AND HEALTH POLICY

PURPOSE:

This policy establishes a structured framework to ensure the occupational safety and health (OSH) of all employees, visitors, and stakeholders associated with Marine Capabilities (MARCAP) LLC. It is integrated within our operational activities to promote a safe and healthy working environment while maintaining compliance with applicable OSH legislation.

COMMITMENT STATEMENT:

Marine Capabilities (MARCAP) LLC is fully committed to:

- Implementing the ADOSH SF and all other applicable OSH legislation and guidelines.
- Complying with all local and international HSE-related legal requirements; where no regulations exist, internationally recognized standards and best practices shall be followed.
- Protecting the health and safety of all employees by providing a workplace that aligns with the highest OSH standards.
- Preventing incidents, injuries, and occupational illnesses, while promoting overall employee health and well-being.
- Ensuring the availability of competent and qualified personnel to manage OSH responsibilities effectively.
- Continuously improving the HSEQ management system and enhancing performance through structured evaluation and feedback.
- Defining and communicating roles and responsibilities related to OSH implementation across all levels of the organization.
- Ensuring that all operations are conducted in a manner that upholds OSH principles and complies with federal and local laws applicable within the Emirate.
- Identifying hazards associated with operational activities and implementing proactive control measures and programs.
- Establishing measurable OSH objectives and performance targets.
- Holding contractors and third-party providers accountable for compliance with MARCAP's OSH standards.
- Promoting a culture of safety by raising awareness and empowering employees to take personal responsibility for their health and safety.
- Monitoring the effectiveness of OSH policies, objectives, and targets through regular assessments.
- Reviewing this policy periodically to align with evolving legislative requirements, industry standards, and organizational needs.

GOVERNANCE AND ACCOUNTABILITY:

This policy is established in reference to ADOSH SF, ISO 14001, ISO 45001, and the ISM Code. All Managers, Masters, Chief Engineers, Crew, and Office Staff are responsible, within their respective roles, for the development, implementation, maintenance, and continual improvement of the company's Health, Safety, Environment and Quality (HSEQ) Management System.

SAMER QIBLAWI
President & CEO

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