

PPE Policy

Red7Marine places the highest importance on safety, health and environmental management on all projects. Our operatives are trained to a high standard and they are provided with the required knowledge and experience to perform the applicable task in a safe manner. All operatives are provided with personal protective equipment (PPE) by the Company, or reimbursed for items they purchase themselves; for example boots and prescription safety eyewear.

All employees are to wear the PPE issued to/provided to them by Red7Marine. Those that do not wear issued PPE and sustain any injuries due to the inadequacy of an item of self-provided PPE accept that the failing of the item of PPE is their sole responsibility.

If a requirement for additional PPE items is identified, and it is not currently provided by the Company it is to be requested through line managers or the Head of QHSE and Business Improvement. All requests will be reviewed and discussed at the following QHSE monthly management meeting and a decision made there and then whether to procure additional items or not.

Hard Hats

There is nearly always a risk of a head injury on a marine construction site or in a workshop/yard facility environment from either falling items, moving plant or falling from height. Wearing a hard hat may prevent or lessen an injury to your head. The PPE regulations act 1992 states the following:

- Employers must provide hard hats to employees and;
- Ensure they are worn when there is a risk of head injury;
- Self employed workers should provide their own hard hats and ensure they wear them.

All Red7Marine personnel shall be issued hard hats, and ensure that they wear them when they are on construction site, yard environment or any other site of live operations.

The hard hat should be free of any damages and be in good condition. It should also fit the person that is wearing it to provide maximum protection while also allowing room to wear other PPE (Personal Protective Equipment) for example hearing protectors. Hard hats issued by Red7Marine must be manufactured to BS EN 397 standard.

Damaged hard hats are to be exchanged immediately with no question and at no cost to the wearer then destroyed by the recipient so it cannot be used again.

Coveralls

All site operatives shall wear hi-vis coveralls, or protective trousers and jacket at all times when working on a site, yard or workshop environment. The coveralls shall be hi vis orange and suitable for the tasks being undertaken; for example for welding and hot works they should be flame retardant, and for works in an oil and gas location they shall be antistatic.

The coverall shall display Red7Marine branding where feasible, and shall be issued by Red7Marine to all employees that require them.

Use of Boots When Working Over or Near Water

Rigger boots are not a safe option due to the lack of ankle support they provide, easily allowing the user to twist or 'go over' on their ankle in the event of a slip, trip or fall.

Lace up boots with side zips for ease of removal in water with integrated metatarsal protection (capable to withstand at least 200 J and compression at a load of at least 15 kN) and sufficient height to offer stability to the wearers ankle when laced up tightly are to be worn.

Work boots are to have rubber non-slip soles with sufficient tread remaining on them to be deemed effective by the wearer. They should be CE marked (or purchased as CE compliant) and be in compliance with BS EN ISO 20345: 2011 (document available from Head of QHSE and Business Improvement if in any doubt before purchase).

Red7Marine employees are required to purchase work boots as described to be compliant with above and claim back up to £90 (based on actual amount spent on purchase) per year. If more than one pair is required in a 12 month period due to wear and tear or damage this is to be requested to line manager prior to claiming.

Red7Marine and our employees will fully comply with all Client's site rules, however, we will require a dispensation if the site rules prohibit the wearing of boots that can be easily removed whilst undertaking non-marine tasks, or the requirement for specialised footwear such as anti-static if working at oil refineries or offshore installations.

Welding Masks and Goggles

For all electric arc welding processes a full face 'breathe easy' RPE type mask is to be worn at all times. If welding indoors this is to be back up with portable LEV extraction.

Fox oxy acetylene or oxy propane cutting/burning/gouging shaded welding goggles are to be worn. Is cutting/burning/gouging indoors fume extraction is to be used.

For grinding, drilling of sanding full protective clear goggles are to be worn – this will prevent and swarf or sparks from falling into the eyes.

RPE
Respiratory protective equipment is to be used for all tasks that create dust, harmful fumes or vapours; for example sanding, grinding, use of COSHH items – painting, varnishing, gluing (based on manufacturers safety data sheet). RPE is to be provided by Red7Marine. If none is readily available the task cannot proceed until RPE has been sourced or procured.

Ear Defence
If the daily noise level reaches 85dB(A), the law says that ear protection must not only be provided, it must be worn. If the source of noise is being created by an operator of machinery or equipment – they are to wear full ear defenders suitable for that task. All those in the immediate vicinity are also to wear full ear defenders. All others in the general area (ie – not in the immediate area) that are submitted to the noise source are to wear ear plugs as minimum. Noise monitor readings are to be taken and record is you are not sure.

Protective Gloves and Safety Glasses Policy
A risk assessment will be undertaken by the responsible Manager or Supervisor at the workplace concerned to ascertain the need for hand and eye protection.

For most tasks Red7Marine personnel undertake, suitable protective gloves will be required to be worn to protect against hand injuries.

It is the Company policy that gloves and protective glasses will be worn at all times whilst undertaking working on site or in the workshop. This requirement can be rescinded by the Supervisor in control of the work if they deem that either are not necessary. This decision will be based on a dynamic risk assessment being undertaken and recorded in the Daily Task Briefing or the Daily Log on board the Barge.

Glasses to BSEN166F, giving general protection, will be worn. If undertaking welding or grinding or other specific tasks giving rise to other specific risks, then suitable protective glasses will be worn based on the risk assessment. For normal work activities, general purpose gloves will be worn, with appropriate gloves worn depending on the work activity and risks present.

For employees who wear corrective lenses, protective over-glasses will be provided to wear over corrective lenses. Alternatively, where it is not reasonably practicable to use protective over-glasses, then prescription protective glasses will be provided.

Life Jacket Policy
It is the policy of Red7Marine to ensure that:

- Life Jackets are provided to all employees, including temporary employees, where necessary;
- Life jackets will provide 275N buoyancy;
- Information, instruction and training in the use of life jackets is provided to all employees to ensure they know how to use it correctly;
- All life jackets are inspected and maintained correctly.

As the Employer, R7M will ensure:

- All permanent employees are provided with information regarding issue and use of life jackets during their training;
- Conduct reviews and audits to ensure life jackets are being used where required,
- worn in the appropriate manner;
- Annual service checks are being conducted;
- Life Jacket will be tagged to indicate it has an in-date annual service.

All Personnel have the following responsibilities:

- Use the Life Jacket issued to them at all times deemed necessary in accordance with the training they have received;
- Not to misuse their Life Jacket and ensure it is stored in the facilities provided;
- Compliance with the requirements of any mandatory signs denoting Life Jacket requirements at all times;
- Advise Line Manager/Supervisor if their Life Jacket becomes damaged to obtain a replacement and not to continue to use it, or there is reason to believe the lifejacket has been tampered with.

If there is a risk of falling into the water whilst working it is vital that a lifejacket is worn at all times in order to safely keep afloat if an incident was to occur. It is mandatory that lifejackets are worn when working inshore, offshore, or by a quay edge.

A Marine Safety Procedure has been prepared regarding the provision and use of lifejackets. The marine safety procedure provides details on the selection, standards, issue, use (including pre-use checks and donning instructions) and maintenance of lifejackets. The contents of the Procedure will be covered during employee training on the use of life jackets.

When working on flat top or jack up barges in port, which are fully hand-railed with gangways connected and secured to suitable bollards, there will be no requirement to wear life jackets*

***unless there are crane or any other operations in progress that present a risk of knocking someone over into the water (regardless of handrails being present or not)**

Transfer Suits Policy

As a Marine Construction and Plant Hire Company, our operatives all attend a Maritime and Coastguard Agency (MCA) Sea Survival course (STCW1) to provide the necessary lifesaving training in how to operate on, and over water.

Survival suits will be worn in an off-shore work environment when being transferred to or from the work place. The control measure is required due to the risk of a vessel capsizing with all personnel subsequently being ejected into the water.

A risk assessment will be undertaken on their requirement, based on the planned travel distance to / from the work site, the current and forecast weather conditions and water temperature. If water temperature is below 12°C they shall be worn for all transfers.

All personnel will sign for their transfer suit and commit to wear it in accordance with this Policy.

Transfer Suits will be made available to personnel based on the risk assessment undertaken by the competent person based on transfer distance and weather conditions. The requirement for wearing Transfer Suits will be laid down in the Project Specific PPE risk assessment and plan.

Fall Arrest Harness and Lanyards:

All individuals will be issued and sign for their own fall arrest harnesses, each harness will be identified by its own serial number and tag. These are to be carried on the workforces person at all times when there is a requirement to climb up and down concertina ladders to access egress our barges. For further information on access, egress and ladders please see **R7M-HSM-DOC-010 Ladder Access Policy**. Lanyards will be allocated to each jack up barge as an inventory item and will be signed for by Barge Masters on hand over upon taking over the barge.

All users are to ensure that they are competent in the use of a fall arrest harness and lanyard/hook system. If not line managers are to ensure training is delivered. Also, each harness comes with its own set of instructions.

When the individual's harnesses and Barge allocated lanyards are required for 6 monthly thorough inspection signatories will be notified in advance to exchange for another harness (which will be signed for by ID tag and serial number). The lanyards will be exchanged and issued to the asset.

If harnesses are damaged at any point, they are to be exchanged for a replacement (via the Yard PPE store) and the replacement signed for.

If the fall reduction system on the lanyards have been expended by a fall, these are to be replaced at the earliest opportunity.

All individual harnesses that have been lost shall be replaced, but at the signatories cost (please note that losses are to be reported immediately to ensure continuation of safe access/egress, and to strike the lost equipment from the holdings register).

Visitors to the jack up barges, shall always use harnesses to climb the concertina ladders, for Clients that are working form our barges, they are to provide their own or can hire harnesses from Red7Marine on a weekly hire basis. Clients will sign for harnesses, and all losses shall be invoiced accordingly.

Red7Marine has deemed that due to the nature of our working environment, the use of harnesses and inertia reels in the absence of walkways or man riding cages will alleviate all risk as low as reasonably practicable until such time a safer method is designed and procured.

A handwritten signature in black ink, appearing to read "Kristen Branford", with a long horizontal line extending to the right.

Kristen Branford
Managing Director

Date: 20231208

(to be reviewed within 12 months of date signed)