

Introduction

Red7Marine holds the importance of health and safety of all employees as a priority, in-particular for this policy the regular health surveillance of **all employees** that fall into the below categories:

- *Employees/operatives that are expected to work in a marine environment.*
- *Employees/operatives that are or may be exposed to emissions or substances that could cause ill health.*

Policy Statement:

- ***Employees/operatives that are expected to work in a marine environment:***

Employees/operatives that are expected to deploy on marine operations on our sites of construction shall be medically examined routinely before deploying (and every two years thereafter) by a qualified/certified Doctor to satisfy the requirements of a seafarers medical. This may be either the ENG 1 or OGUK type medical. Marine operatives shall all attend and pass a seafarer's medical before being able to carry out their day to day duties.

- ***Employees/operatives that are or may be exposed to emissions or substances that could cause ill health:***

Employees/operatives that fall into this category shall be medically examined routinely before carrying out such works, (and every two years thereafter) by a qualified/certified Doctor to satisfy the requirements of an occupational medical that will include skin tests. The welders, fabricators and marine fitters (and any other employee that is expected to be exposed to emissions or substances that could cause ill health) shall all attend and pass the occupational medical before being able to carry out their day to day duties.

Red7Marine shall provide these medicals at no cost to the employee/operative, and results of these medicals shall be retained confidentially by the Company (Red7Marine) and issued to the employee/operative.

Should any medical examination period lapse, the employee/operative should not engage in activities for which the medical examination refers to until such time a further medical examination has been passed and the employee/operative has been certified as 'safe' to engage in such activities again.

- ***All Employees/Operatives (including the above categories):***

If any employee feels that they have been exposed to any substances, emissions or environments as part of their day to day duties carried out on behalf of the company that could cause ill health, they are to book a medical examination via their line management and/or HR at the earliest opportunity. The cost of these extraordinary medicals shall also be borne by the Company (Red7Marine).

Should any employee/operative fail a health surveillance occupational medical examination; an in-depth investigation shall be carried out by the Head of QHSE to ascertain the root cause and explore how Red7Marine can reduce risk further, and apply more stringent control measures to further protect employees/operatives.

Summary

Red7Marine wants every employee/operative to work safely, but safe in the knowledge also that their health is not being affected detrimentally because of the tasks that all employees are expected to undertake on a regular basis.

A handwritten signature in black ink, appearing to read "Kristen Branford".

Kristen Branford
Managing Director

Date: 20241209

(to be reviewed within 12 months of date signed)