



Pacific Basin

## Health, Safety, Environment and Quality (HSEQ) Policy

**Pacific Basin is committed to safe, reliable, efficient and environmentally-conscious operations. We put health and safety first.**

The Company's key HSEQ objectives include:

- promoting and ensuring safety at sea and prevention of work-related illness, injury, or loss of life;
- avoiding damage to property and the environment, especially the marine environment; and
- enhancing customer satisfaction by accurately determining and meeting their requirements.

In pursuit of these key HSEQ objectives, the Company will:

- operate, manage and maintain its ships as required by statutory and regulatory requirements as well as industry standards and customer recommendations.
- provide a safe working environment and promote practices to prevent injury and ill health.
- assess all identified risks to its ships, personnel and the environment and establish appropriate safeguards.
- keep personnel informed about matters related to Health, Safety and Environmental Protection, and identify and provide adequate HSE resources and training opportunities.
- empower and encourage employees to participate in implementation and improvement of OH&S system and to stop any activity with unacceptable risk to safety or the environment.
- employ qualified seafarers with required certification for the Company's vessels and trades.
- prevent pollution, reduce waste and minimize consumption of resources to protect the environment.
- establish procedures to improve energy efficiency of and reduce emissions from ship operations.
- use suppliers and contractors whose social and environmental standards meet the Company's required standards.
- apply sound and internationally accepted responsible business ethics and principles.
- continuously improve occupational health and safety, environmental performance, quality and safety management skills and emergency preparedness through audits, analysis, feedback and drills.
- publish and enforce a Drug and Alcohol policy on board its ships, ensuring that all watch keeping personnel undergo a drug and alcohol test before boarding its vessels.
- annually review its HSEQ objectives and policy for their continued relevance, identifying new targets if appropriate by conducting management reviews and inviting feedback from relevant parties.

The Company HSEQ objectives strive to reduce its operations' adverse impacts on health and safety, society and the environment.

This policy is communicated to all employees and contractors and made available to the public. All shore based and shipboard personnel are required to comply with the Company's HSEQ policy at all times.

The Designated Person Ashore or Management Representative of the Company is responsible for monitoring the effectiveness of this policy. The Company's Masters and Chief Engineers are directly responsible for undertaking all measures necessary to implement this policy on board.

Harshavardhan Bhave

Director, Fleet

Dated: 01.01.2021