

HEALTH, SAFETY, SECURITY, ENVIRONMENT AND QUALITY POLICY

We shall constantly strive to achieve zero harm to personnel, environment and property. We comply with mandatory rules and regulations, applicable codes, guidelines and standards recommended by the Organization, Administrations, classification societies, maritime industry organizations, NS EN ISO9001 and our HSEQ management system. Taking shortcuts to achieve business goals are not allowed. All accidents can be avoided.

- Through project planning, organizing and assessing operations we shall ensure that hazards are identified and that the associated risks are reduced to a level that is as low as reasonably practicable (ALARP)
- All personnel may at any time stop work that may represent a danger to personnel, environment and property
- Employees shall be trained to act correctly in case of an emergency (injury, spill, fire, grounding and evacuation)
- We promote safety, health and environment awareness amongst employees and towards partners and clients
- The management promotes individual development together with employees
- Smoking on board is only allowed in designated areas, smoking may be prohibited under certain operations
- All persons shall be treated with dignity and respect, employees shall not be exposed to bullying or harassment
- We strictly prohibit the use of forced labour and human trafficking in all our operations globally
- Vessels and crew shall be adequately protected against security threats from third parties during port calls, operations and transit. Assessing Security risks worldwide is part of the project planning
- No personnel shall be under the influence of drugs or alcohol while working and visiting BOA Vessels. Any breaches of this policy will be subject to disciplinary actions which may involve removal from duty, removal from the vessel and/or termination of the employment contract
- We shall strive to segregate and reduce the amount of garbage as far as possible. We are monitoring emissions and energy consumption to enable us to reduce our environmental impact

Management Review is done periodically to identify strengths and weaknesses and to ensure continuous improvement of our HSEQ Management System.

Trondheim. 2019-05-06



Helge Kvalvik

CEO

BOA Management AS

The content of the HSSEQ Policy is familiar and understood, including applicable controls and consequences of policy breach;

Signature:

Date and name: