

WORKPLACE HEALTH AND SAFETY POLICY**Workplace Health and Safety Policy**

Benthic's Health and Safety Policy is to strive towards reaching zero incidents by using a Plan-Do-Check-Act strategy in support of continual improvement. Our goal is to ensure that the organization's operations do not place its personnel or the community at risk of injury, illness or property damage.

In support of this goal, we have implemented the following strategies:

- Establishment of measurable, cascading, linked objectives and performance measures
- Development, implementation and maintenance of an Occupational Health and Safety Management System that meets the requirements of OHSAS 18001
- Meeting or exceeding all applicable regulatory and other requirements
- Continual improvement aimed at the elimination of work-related injury, illness, harm and damage

Benthic recognizes its moral and legal obligations to take all reasonable precautions to provide a healthy work environment and protect the safety of Benthic employees, contractors, subcontractors, customers and visitors.

Benthic management representatives and site supervisors are committed and accountable for implementing this policy in their area of responsibility.

The conduct of every person on Benthic work sites is expected to be such that it does not contribute to the occurrence of incidents or the creation of hazards that may present risk to personnel.

Benthic encourages all staff and others who visit the premises to regard incident prevention and safe working as both a collective and individual responsibility.

Given the importance of occupational health and safety, resource are made available to meet or exceed relevant regulations and laws and to ensure that workplace safety and health risk is reduced to tolerable levels.

Benthic Health and Safety policies and procedures represent the required performance standards and are designed to support and implement effective Health and Safety programs.

This policy is communicated to all interested parties through the Company website, intranet, management plans, inductions and by being displayed on Company notice boards.

This policy has been developed in consultation with employees, and its suitability is regularly reviewed by Management, and will be modified if deemed appropriate.



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