

HSE STOP WORK POLICY**Benthic Group Stop Work Policy**

Benthic is committed to pursuing the goals of causing zero harm to people or the environment.

Stop Work Authority training is established and explained in employee training and contractor and subcontractor on-boarding. Employees receive Stop Work Authority training before initial assignment. The training is documented through the employees' BOSIET/UKOOA/SafeGulf or other recognized Seaman's Survival Training courses, including the employee name, the dates of training and subject.

It is Benthic's policy that all employees, contractor and subcontractor staff have the right to stop work when there is an immediate threat to the safety and health of any person or adverse impact to the environment.

Employees are responsible for initiating a Stop Work Intervention when warranted and Management is responsible for creating a culture where Stop Work Authority is exercised appropriately without fear or favour.

The individual's decision to stop work will have the full support of Management. The employee will not be reprimanded for issuing a Stop Work Intervention. Where there is any doubt whether work should stop, employees, contractor and subcontractor staff should immediately notify the hazardous situation to any Benthic supervisor on site.

All Stop Work Interventions are documented in the Incidents Register.

It is the responsibility of the employee, contractor or subcontractor to clearly explain the reason for work stoppage to Management. It is the responsibility of Management to document and correct the issue. Work will resume when Management has reviewed and confirmed the correction.

The HSEQ Director will follow up with Management to verify that the safety concern was addressed in a timely and satisfactory manner.



Stephen Pywell, CEO
Benthic USA, LLC
Benthic Geotech Pty Ltd
Benthic Group