

Health, Safety and Human Factors Policy

The Port of Stephenville considers Health, Safety and recognizing Human Factors to be a pillar of our Management System. Managing risks and working safely is the only way we operate.

Health and Safety

The health, wellness and safety of our employees, subcontractors and visitors is of the highest importance to the Port of Stephenville. Our goal is zero harm by being a 'Responsible' employer, and as such, Top Management is committed to:

- Providing safe and healthy working conditions to our employees, crew, subcontractors, and visitors for the prevention of occupational injuries and illnesses.
- Providing effective supervision, support and mentorship to employees, crew, and subcontractors.
- Providing training to our employees and crew, which is appropriate for their position and relevant to their duties.
- Providing procedures which are implemented at all levels and continuously improve to achieve operational excellence.
- Ensuring compliance with applicable governing legislation and other requirements.
- Investigating incidents, complaints, and non-conformances to determine the root cause and the corrective action(s) to prevent recurrence.
- Identifying health and safety hazards and implement mitigating actions through a hierarchy of controls to minimize risks.
- Promoting, supporting, and communicating continuous proactive improvement. Creating objectives and targets.
- Plan for contingencies and conduct periodic drills and exercises to evaluate readiness to respond to emergencies.
- Creating supporting policies for Substance Abuse, Workplace Violence and Early Return to Work.

Human Factors

Top Management is committed to:

- Enhancing the understanding of human factors and how they are managed.
- Recognizing the link between human factors and safety performance.
- Encouraging an open-door policy and ensuring processes are in place for personnel to report hazards and voice concerns without fear of retribution. Acting on concerns brought forward.
- Encouraging employees and crew to feel that they can act to resolve safety issues.
- Gathering opinions and feedback from personnel.
- Openly discussing mission, visions and core values, expectations, objectives, and targets with our personnel.
- Visiting our worksites to demonstrate leadership commitment with the goal of understanding what makes work difficult.
- Instill a 'No Blame' culture and look beyond immediate causes or human error when investigating incidents.

Employees, crew, and subcontractors are required to work with Management and any of Horizon Maritime's appointed Health and Safety Representatives at all levels, in a spirit of consultation and co-operation. The Safety Committee(s) are expected to proactively participate in decision-making processes pertaining to the IMS.

Lonita Judge

Signature

July 1, 2023

Date

Rev 1

This policy shall be communicated and understood by all personnel including subcontractors, visitors, and stakeholders.