

HEALTH, SAFETY AND ENVIRONMENTAL (HSE) POLICY

Fremantle Pilots endorses the principles that health (physical and mental), safety, and environmental requirements are an integral part of the company's processes and operations, and that all personnel should be given the highest level of protection against harm to their health, safety and welfare from hazards and risks arising from work as is reasonably practicable.

Key areas of the Company's activities, including the pilotage of vessels and berthing operations at port facilities are to be effectively managed to prevent unnecessary injury, loss of life, illness, property damage or degradation of the environment. Fremantle Pilots accepts that no task is given such urgency, or importance, that safety is set aside to achieve those tasks. All personnel are responsible to and obliged to Stop the Job when there is reasonable concern a serious risk may harm people, property, or the environment.

Fremantle Pilots is obligated, committed and responsible to satisfy all state work, health and safety and environmental legislation and relevant statutory regulations for pilotage operations. International best practice and guideline standards for Pilotage will be considered and implemented as applicable to the pilotage activities conducted by Fremantle Pilots.

To meet this requirement, the Pilot Company's Integrated Management System (IMS) is based on ISO 45001:2018 requirements and is designed to ensure the Company's activities are adequately controlled to protect personnel, property and the environment via hazard identification and risk management; including the hierarchy of control measures. Fremantle Pilots will ensure consultation, participation, and transparency in managing the IMS and commit to continual improvement in its HSE performance, aspiring to a goal of zero harm to its employees.

The Pilot Company expects its employees to take every reasonable care for their own health and safety and that of others in the workplace. They will use all safeguards and safety equipment provided, adhere to IMS processes, and report all accidents, injuries, near misses, incidents, and unsafe conditions immediately. Fremantle Pilots Management exercises 'due diligence' to ensure the company meets its duties to protect personnel against harm to health and safety.

The Pilot Company is committed to fully investigating all accidents and near miss incidents. The results of such investigations including corrective and preventative actions and lessons learned, will be shared with all personnel. Learning is a continuous journey to the road of excellence and effective training is fundamental to the Pilot Company's business and safety culture.

Fremantle Pilots will endeavour to secure the effective rehabilitation of any employee who may suffer an injury arising out of, or incurred during, the course of their employment. The Company will not knowingly continue to employ any person who wilfully violates health and safety procedures, or endangers themselves, and others.

The Pilot Company will establish and monitor measurable objectives and targets to ensure continued improvement with the aim to eliminate work related injury and illness.

This Policy will be communicated throughout the Company, periodically reviewed for continued suitability, and made available to all interested parties.

Approved By:

Julian Thomas

Managing Director

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