

# BEHAVIOUR BASED SAFETY POLICY



GulfTainer is committed to remove or reduce risks to the health, safety, and security of all employees, contractors, authorised visitors, and anyone else who may be affected by its operations. Its Health and Safety Policy is guided by behaviour-based safety values and principles.

## Management Commitment

The Directors and Management shall motivate and recognise safe behaviour by focusing on the attitudes and behaviours of the employees. This shall be established through job training programmes, management participation in safety committees, consideration of safety in job design, and reviews of the pace of work.

## Employee Engagement

Employees shall be encouraged to make suggestions and recommendations about health, safety, and security improvements. Management shall regularly solicit opinions from employees before making final decisions. Engaging employees to this process will provide the authority, responsibility, and accountability for required decisions and ensure that both employees and leadership are involved in achieving health, safety and security excellence.

## Continuous Learning

GulfTainer shall institute a systematic and comprehensive health and safety training programme which will be well-designed and derived from a true assessment of Health, Safety, Security and Environment (HSSE) needs. This programme shall include a system of continual re-education and retraining of employees on current safety and health practices. The focal point of this programme shall be embedded in the values and principles of behaviour-based safety.

## Communication and Feedback

GulfTainer envisions a workforce motivated towards the prevention of illness and injury at all work sites. Employees are trained to be alert to work hazards, remain cautious even during busy work schedules, as well as maintain consistency in their work pattern to ensure compliance with standard requirements. Feedback is provided to employees to maintain this positive approach and achieve continual improvement in their work-life safety.

This policy applies to all business operations and functions, including those situations where employees are required to work off-site.

A blue ink handwritten signature, appearing to read 'Peter Richards', written over a white background.



Peter Richards  
Chief Executive Officer