



OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Commitment to a Safe and Healthy Workplace

STARKE MARINE SDN. BHD. is committed to providing a safe, healthy, and productive work environment for all employees, contractors, and visitors. We uphold the highest standards of Occupational Health and Safety (OHS) across all operations, ensuring that safety is integral to every decision and action.

2. Our Core Principles

- i. **Safe Workplace:** We maintain safe working conditions and act responsibly to prevent harm. All personnel are expected to work safely, report hazards, and comply with established safety requirements.
- ii. **Safety Culture:** We foster a proactive safety culture through communication, consultation, and participation in health and safety programs.
- iii. **Leadership Accountability:** Managers and supervisors are empowered and equipped to lead by example, ensuring effective implementation and continuous improvement of OHS programs.
- iv. **Continuous Improvement:** We set measurable objectives and targets annually, focusing on preventing work-related injuries and ill-health.
- v. **Risk Management:** We identify, assess, and control hazards to minimize occupational risks and enhance safety performance.
- vi. **Compliance and Integrity:** We comply with all applicable legal and other OHS requirements and conduct regular self-assessments to strengthen our safety management system.

3. Roles and Responsibilities

- i. **Management:** Provides leadership, resources, and oversight to ensure effective implementation of OHS programs.
- ii. **Employees and Contractors:** Must take personal responsibility for their own safety and that of others, actively participating in hazard reporting and safety initiatives.
- iii. **Supervisors:** Ensure safe work practices are followed, and corrective actions are taken promptly.

4. Continuous Commitment

STARKE MARINE SDN. BHD. continually improves its OHS management system through monitoring, training, and engagement. Safety is everyone's responsibility — together, we strive for **Zero Incidents**, **Zero Harm**, and a **Culture of Care**.

Hanizakri Abu Hassan
Managing Director
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