



## STOP WORK AUTHORITY POLICY

### 1. Commitment to Ethical and Safe Operations

At STARKE MARINE SDN. BHD., we uphold the highest ethical, safety, and environmental standards in all our operations. Our objective is clear: **zero incidents, zero harm to people, and zero damage to the environment**. This commitment is built on integrity, responsibility, and mutual cooperation across all levels of the organization.

### 2. Guiding Principles

- All activities are conducted with respect for the environment, communities, and individuals involved.
- Safety is prioritized above production, schedule, or cost considerations.
- Continuous improvement is encouraged through open communication and proactive reporting of hazards or unsafe practices.

### 3. Empowerment to Stop Work

Every individual working on STARKE MARINE SDN. BHD. owned or operated facilities is empowered with the **Stop Work Authority (SWA)**. This means:

- If you observe unsafe conditions, unsafe acts, or breaches of procedure, you have the **right and responsibility to stop work immediately**.
- Work shall only resume once the hazard has been addressed, mitigated, and verified as safe.
- Exercising SWA will never result in retaliation or disciplinary action when done in good faith.

### 4. Reporting and Escalation

- Unsafe practices or conditions must be reported immediately to the **direct supervisor** or the most senior STARKE MARINE representative at the location.
- If concerns are not adequately addressed, escalate to the **Site HSE Representative** or the **STARKE MARINE HSE Manager**, who will handle the matter with strict confidentiality.
- All reports will be documented, investigated, and corrective actions implemented to prevent recurrence.

### 5. Individual Responsibility

Safety is a shared responsibility. Every person is accountable for:

- Their own safety and the safety of colleagues.
- Promptly reporting hazards, near misses, or unsafe behaviours.
- Supporting a culture where stopping work is seen as a proactive safeguard, not a disruption.

### 6. Immediate Refusal of Unsafe Work

If at any time your assigned task or the prevailing conditions pose an immediate risk to:

- Yourself
- Others
- The installation
- The environment

You have the **absolute right to refuse or stop work** until the risk is eliminated or controlled.

Hanizakri Abu Hassan  
Managing Director  
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