

Issued by: HSEQ DEPARTMENT	Approved by: CEO	Date 19/03/2021	Revision 2	Page 1 of 1
SAFETY MANAGEMENT MANUAL According to IMO Resolution A.741(18), as amended – ISM Code				
HEALTH & HYGIENE POLICY ANNEX TO COMPANY SQE POLICY				
This annex is reprinted when necessary. It is not subject to Certifying Body (RINA) approval and its change should not be recorded in the manual's revisions checklist.				

HEALTH & HYGIENE POLICY

Fratelli d'Amico Armatori holds health and hygiene as first priority in its operations, while its outmost concern is to always ensure that all employees execute their work under safe and hygienic conditions. In order to ensure high standards of health and hygiene, the Company:

- Complies with all applicable legislation and regulations, observes relevant guidelines, and applies responsible standards where laws and regulations do not exist.
- Seeks to identify and evaluate health and hygiene risks related to its operations that potentially affect employees, contractors or the public and establishes appropriate safeguards.
- Communicates knowledge about health and hygiene risks to individuals in potential risk or organizations and the scientific community.
- Determines at the time of employment and thereafter, as appropriate, the medical fitness of employees to perform their work without undue risk to themselves or others.
- Implements programs and appropriate protective measures to control such risks, including appropriate monitoring of employees in potential risk.
- Provides or arranges, as appropriate, for medical services necessary for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies.
- Provides voluntary health and hygiene promotion programs designed to enhance employees' well-being and personal safety. These programs should supplement, but not interfere with, the responsibility of employees over their own health care.
- Undertakes appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this Policy.

The Company's goal is to achieve the highest standards of health and personal hygiene through continuous improvement.

Information about employees are confidential and should not be revealed to non-medical personnel except at the request of the employee concerned, or when required by law, when dictated by overriding public health considerations, or when necessitated by the Company's Drug and Alcohol Policy.

This Policy has the full support of Management, is available to the public and applies to all Company's employees.