

Health & Safety Management Policy - 2025 1

1. Introduction

At Kent Offshore, a UK-based specialist in asset preservation through wrapping, VCI (Vapour Corrosion Inhibitor) products, and coatings, the health, safety, and wellbeing of our employees, contractors, and stakeholders is at the heart of how we operate. We work across high-risk industrial environments, including offshore platforms, shipyards, energy plants, and storage yards. and recognise that maintaining robust health and safety practices is not optional, but essential.

Our safety culture is underpinned by three core principles: leadership accountability, employee engagement, and continuous improvement. We encourage the proactive identification of hazards, ensure that risk assessments are dynamic and regularly updated, and integrate lessons learned from every project.

Frontline feedback, near-miss data, and incident reviews directly inform our toolbox talks, training content, and operational procedures.

This policy forms a key part of our commitment to responsible business conduct, supports our broader ESG strategy, and ensures alignment with both legal obligations and stakeholder expectations.

2. Our Commitment

Our health and safety objectives are to:

- Providing and maintaining safe, healthy, and legally compliant working conditions across all sites and locations.
- Preventing work-related injuries, illnesses, and near misses through proactive risk management and employee participation.
- Embedding a culture where safety is understood, prioritised, and embraced by all levels of the organisation.
- Complying fully with the **Health and Safety at Work etc. Act 1974**, along with all other applicable legislation and regulations.
- Continuously improving our health and safety performance through investment in people, systems, and technology.
- Supporting the mental wellbeing of our workforce through structured programmes and open dialogue.

3. Certifications and Standards

To underpin our commitment, we are actively pursuing internationally recognised certifications, including:

- **ISO 45001 (Occupational Health and Safety Management Systems)**: Our target certification by Q3 2025 establishes a formal structure for managing risk, incident response, and compliance.

Achieving these certifications will demonstrate our dedication to maintaining high standards and adhering to global best practices.

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4. Health and Safety Index

To measure our safety performance and drive continual improvement, we operate a bespoke Health and Safety Index based on the following metrics:

- Lost Time Injury Frequency Rate (LTIFR)
- Total Recordable Incident Rate (TRIR)
- Near-miss reporting rate
- Training participation and hours per employee
- Audit closeout rate and compliance score

In 2024, Kent Offshore achieved an Index score of 92/100, reflecting a solid safety culture while highlighting opportunities to further reduce risks and improve incident reporting behaviours.

5. Key Practices

To support our safety objectives, Kent Offshore implements the following operational controls:

- **Risk Assessments:** Task-specific, dynamic, and updated before each project phase.
- **Method Statements and Permits to Work:** Ensuring safe sequencing and control of high-risk activities.
- **Training and Competence Framework:** Role-based training matrix covering core HSE topics.
- **Emergency Preparedness:** Fire, evacuation, and first-aid procedures reviewed and tested regularly.
- **Welfare Provision:** Adequate rest, hydration, sanitary, and welfare facilities on every worksite.
- **Contractor Management:** Pre-qualification and compliance checks prior to engagement.
- **Behavioural Safety:** Reinforcing safe behaviours through leadership visibility and peer support.

6. Legislative Compliance

Kent Offshore is fully committed to ensuring legal compliance, including:

- **Health and Safety at Work etc. Act 1974**
- **Management of Health and Safety at Work Regulations 1999**
- **Control of Substances Hazardous to Health (COSHH) Regulations 2002**
- **Provision and Use of Work Equipment Regulations (PUWER) 1998**
- **Lifting Operations and Lifting Equipment Regulations (LOLER) 1998**
- **Confined Spaces Regulations 1997**
- **Working at Height Regulations 2005**
- **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013**

Where applicable, we adopt international best practices and client-specific requirements to maintain a high standard of safety management.

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7. In-House HSSE Expertise

Our Health, Safety, Security, and Environmental (HSSE) team provides strategic oversight and project-level support across all operations. The team:

- Leads all project risk assessments and HSE planning.
- Develops and maintains emergency procedures and response protocols.
- Conducts internal site audits and compliance inspections.
- Facilitates induction programmes, toolbox talks, and refresher training.
- Investigates all incidents, near-misses, and hazards to ensure continuous improvement.
- Liaises with clients and regulatory bodies to ensure transparency and cooperation.

8. Roles and Responsibilities

The effective implementation of Kent Offshore’s Health and Safety Policy relies on clearly defined responsibilities at all levels of the organisation. The matrix below outlines key roles:

Role	Responsibilities
Board of Directors	Endorse HSE strategy; ensure adequate resources; monitor and review safety KPIs
Managing Director	Champion HSE across the business; oversee ISO certification progress
HSSE Manager	Develop policies and procedures; lead audits and training; analyse safety data; drive improvement
Project Managers/Supervisors	Lead safety briefings; conduct dynamic risk assessments; ensure site compliance
Employees/Contractors	Adhere to safety procedures; use PPE; report unsafe conditions; participate in training
Visitors/Clients on Site	Follow site-specific HSE rules and instructions at all times

9. Monitoring and Improvement

Kent Offshore ensures the robustness of its HSE system through:

- **Internal Audits:** Scheduled and ad-hoc site audits to verify compliance.
- **Performance Reviews:** Monthly data reviews and trend analysis.
- **Corrective and Preventive Actions (CAPA):** Tracked in a central register and closed within defined timeframes.
- **Management Review Meetings:** Held quarterly with HSE performance as a standing agenda item.
- **Lessons Learned Workshops:** Run after significant incidents to share findings across teams.

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10. Workforce Engagement and Consultation

Employee participation is central to a safe workplace. We actively consult and engage with the workforce via:

- **Toolbox Talks:** Weekly briefings covering operational risks, weather conditions, and task-specific hazards.
- **Safety Stand-Downs:** Held monthly to pause operations and focus on safety performance and concerns.
- **HSSE Walkdowns:** Conducted regularly with joint participation from supervisors and operatives.
- **Anonymous Reporting:** Feedback boxes and direct email contact with HSSE personnel.
- **Annual Policy Reviews:** Staff and supervisors contribute to shaping future HSE policies and strategies.

11. Key Performance Indicators (KPIs)

Kent Offshore tracks the following safety performance indicators:

Indicator	Definition	Frequency	Target
Lost Time Injury Frequency Rate (LTIFR)	Number of injuries causing lost work time per 1m hours worked	Monthly	0
Total Recordable Incident Rate (TRIR)	Total number of recordable injuries per 200,000 hours worked	Monthly	< Industry Average
Near Miss Reports	Number of reported near misses	Monthly	Increase Reporting
Safety Training Hours	Hours of HSE training completed per employee	Quarterly	4+ Hours per employee per year
Toolbox Talks Conducted	Number of site/toolbox safety meetings held	Weekly	100% Compliance
HSE Audits Completed	Number of internal safety audits conducted	Quarterly	100% of Sites annually

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12. Health & Safety Training Programme

Our structured training programme includes:

- **Company Induction:** Legal duties, emergency response, and safe work practices
- **Project-Specific Induction:** Task, client, and location-specific hazards
- **Weekly Toolbox Talks:** Dynamic sessions addressing emerging and seasonal risks
- **Specialist Modules:** For high-risk activities such as Confined Space, Manual Handling, and Working at Height
- **Leadership HSE Modules:** For supervisors on behavioural safety, risk perception, and hazard communication

Attendance is mandatory and tracked via a central training matrix. Refresher training is provided annually or post-incident.

Monitoring & Reporting Process

- **Data Collection:** Site supervisors and project leads submit monthly safety data.
- **Review:** Data is reviewed monthly by the HSE Manager and senior leadership.
- **Corrective Actions:** Incident investigations lead to documented corrective measures.
- **Trend Analysis:** Regular trend tracking helps identify areas for improvement.

14. Annual Goals – 2025

Kent Offshore has established the following health and safety goals for this year:

1. Achieve ISO 45001 Certification by Q3 2025.
2. Launch a cloud-based incident and audit reporting system for real-time visibility.
3. Increase near-miss reporting by 50% to drive hazard awareness.
4. Improve workstation ergonomics in office and remote facilities.
5. Implement mental health awareness training for all staff.
6. Conduct two full-scope emergency drills across high-risk locations.
7. Achieve 90%+ HSE training compliance by end of year.

Contact Information

Our in-house HSSE team is available to address any health and safety concerns or queries. Please contact:

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Approval and Publication

This statement has been approved by board of directors and is signed by Lee Powell. It will be reviewed and updated annually to reflect our ongoing efforts and evolving practices.

Contact Us

If you have questions or concerns about this statement or our approach to health and safety, please contact us at enquiries@kentoffshore.com.

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Date: 1st May 2025