Purpose

The purpose of this policy is to create a workplace in which no one is harmed and where the environment is sustained.

Scope

This policy is applicable to all BMT employees, Board members and third parties when completing work for and on behalf of BMT, including those in hybrid and remote working settings.

Policy Statement

BMT is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, whilst ensuring all employees and third parties working on behalf of BMT work in a safe, healthy, and sustainable working environment.

BMT's greatest strength comes from the total commitment of our people towards addressing the most complex and challenging issues of our clients. Whether that is done on a ship, or a port, in a workshop, at a facility or at a desk, that total commitment extends to being exemplars of good Health, Safety and Environmental practice.

BMT believes that a proactive approach to Health, Safety, and the Environment (HSE) is fundamental to the success of our business. This means that we adopt a positive mindset and total commitment to understand and address health, safety, and environmental matters inside our organisation. Just as importantly, it also means that we strive to work with our clients and supply chains to continuously and collectively improve HSE performance; thus, enabling HSE to be fully integrated in the way that we make decisions and conduct our business.

We will achieve this by:

- Providing exemplary leadership that promotes a positive safety culture and seeks continuous improvement in our health, safety and environment management system.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health and providing funding and resources that ensure a sustainable working environment.
- Eliminating hazards and reducing HSE risks associated with our activities including the prevention of pollution.
- Providing appropriate information, training, and supervision to ensure personnel can undertake their work safely and sustainably.
- Implementing arrangements for managing emergency situations, accidents, ill-health and first aid; ensuring lessons are learned through a just culture.
- Setting clear HSE objectives and targets which are regularly monitored and reviewed, with transparent reporting and dashboards to track progress.
- Encouraging the consultation and participation of employees, and, where they exist, employee representatives.
- Providing an effective process of audit and assurance.

Policy:	Health, safety and environment		
Policy Owner:	Michelle Cushion	Version:	10
Approver:	Sarah Kenny	Date of Issue:	02 June 2025

- Identifying and managing hazards and risks to employees' psychological health and safety and fostering a mentally healthy work environment.
- Protecting the environment through continually looking for opportunities to reduce our environmental footprint while delivering value for employees, clients, and financial stakeholders.
- Rigorously employing methodologies to identify environmental aspects, assess their impact on the environment and control the impact to as low as reasonably practicable.
- Complying with all applicable local laws, standards, and regulations and, where practicable, apply the higher of our own standards, the customer's, or industry best practice.
- Embedding HSE into BMT's cultural transformation by aligning with our core principles of empowerment, accountability, and innovation - enabling every individual to act as a champion of culture change, not just a follower of policy.
- Promoting diversity, equity, and inclusion (DEI) as integral to a safer and healthier workplace.
- Addressing HSE considerations in hybrid or remote work settings, including ergonomics, mental health, and digital wellbeing.

Responsibilities

It is the responsibility of every individual to:

- Take personal responsibility for working safely and supporting others to do the same.
- Look out for their colleagues.
- Stop and seek guidance if any person believes what they are doing is unsafe.
- Report any unsafe conditions, acts, observations or near misses that they see.
- Respond to and report environmental harm.
- Comply with all health, safety and environmental requirements.
- Make health, safety and environmental issues personal and look for continuous improvement.
- Embrace diversity, equity, and inclusion in all aspects of work.
- Ensure health, safety and wellbeing in hybrid and remote work settings.

BMT will continue to be trusted to solve the most complex of our clients' issues whilst we continue to exemplify a proactive culture and approach to managing our own. Even in the most challenging of environments, nothing is so important that it cannot be done safely or in a sustainable manner, and we all have a responsibility to look out for each other and for those affected by our work.

Sarah Kenny
Chief Executive Officer

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