

QUALITY, HEALTH AND SAFETY, AND ENVIRONMENTAL POLICY

1. INTRODUCTION

Griffon Marine is committed meeting the highest standards of safety, environmental responsibility, and customer satisfaction.

Our integrated approach to Quality, Health and Safety, and Environmental management is central to our operations, aligning with the requirements of ISO 9001, 14001 and ISO 45001

2. OUR MISSION

To achieve sustainable growth and diversification by delivering advanced marine technologies and services through teamwork, a relentless focus on quality and exceeding customer expectations, while proactively managing risks.

3. COMMITMENT TO QUALITY

Griffon Marine strives to achieve the highest level of customer satisfaction by consistently delivering products that meet or exceed customer requirements and applicable regulatory standards.

To achieve this, we will:

- Continuously improve our processes, products, and services through systematic quality management practices.
- Ensure that our employees are fully trained and equipped to meet the expectations of quality at all stages of production.
- Implement effective controls, monitoring, and reviews to ensure compliance with both customer requirements and ISO 9001 standard.
- Establish measurable objectives for quality improvement and monitor performance through key performance indicators (KPIs).

4. COMMITMENT TO HEALTH AND SAFETY

The health, safety, and well-being of our employees, contractors, and visitors are of paramount importance.

Griffon Marine will maintain a robust occupational health and safety management system to:

- Identify and assess health and safety risks associated with our operations and implement control measures to prevent accidents, injuries, and work-related illnesses.
- Comply with all applicable occupational health and safety legislation, regulations, and ISO 45001 standard.
- Provide necessary health and safety training and awareness programs for all employees to promote a safe working environment.
- Continually assess and improve our health and safety performance through hazard identification, risk assessments, and corrective actions.
- Involve all employees in health and safety matters and encourage a culture of safety and proactive risk management.

5. COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

We recognise the importance of minimising our environmental impact and promoting sustainability in our operations.

Griffon Marine will actively manage its environmental responsibilities and pursue initiatives that protect the environment, reduce waste and conserve natural resources.

Our environmental management principles are:

- Ensuring compliance with all relevant environmental legislation, regulations, and ISO 14001 standard.
- Proactive identification and reduction of environmental impacts associated with the manufacture and operation of marine vessels, including resource usage and waste generation.
- Continuous improvement of our environmental performance through the development and implementation of sustainable practices in product design, production, and supply chain management.
- Educating and training employees on environmental awareness and promoting responsible behaviours in relation to waste management, recycling, and energy conservation.
- Engaging with stakeholders, including suppliers and customers, to ensure that environmental considerations are integrated into all stages of our operations.

6. RESPONSIBILITIES AND ACCOUNTABILITY

6.1. Executive Team

- The Griffon Marine Executive Team is responsible for setting clear objectives, allocating resources, fostering a safety and quality-focused culture, managing risks, and ensuring employee engagement and training.
- The Executive Team also oversees regular monitoring and performance reviews to drive ongoing improvements in quality, health, safety, and environmental practices.

6.2. Senior Leadership Team

- The Griffon Marine Senior Leadership Team is responsible for ensuring the integration of quality, health and safety, and environmental management systems, fostering a focus on quality, a culture of continuous improvement, and ensuring compliance with the relevant ISO standards.

6.3. Employees

- Every employee is responsible for understanding and adhering to the principles of quality, health and safety, and environmental policies, and for contributing to a safe, high-quality, and sustainable working environment.

6.4. Suppliers and Contractors

- We expect our suppliers and contractors to adhere to the same high standards of quality, health and safety, and environmental management as outlined in this policy.

7. REVIEW AND CONTINUOUS IMPROVEMENT

To ensure that this policy remains relevant and effective, Griffon Marine will:

- Conduct regular reviews of our quality, health and safety, and environmental management systems.
- Set clear objectives for improvement and monitor performance through audits, inspections, and employee feedback.
- Implement corrective and preventive actions based on identified issues, non-conformities, and opportunities for improvement.
- Encourage open communication and feedback to continuously improve our integrated management system and achieve our long-term sustainability goals.

8. POLICY COMMUNICATION & REVIEW

This policy will be reviewed annually to ensure its continued relevance and effectiveness. The review will consider changes in legislation, industry's best practice, and the needs and expectations of our stakeholders.

This policy reflects Griffon Marine's commitment to meeting the highest standards of quality, safety, and environmental responsibility, in accordance with ISO 9001, ISO 14001, and ISO 45001, and will guide our operations and decisions moving forward.

This policy will be communicated to all employees, contractors, visitors, and will also be made available to customers, suppliers, and other interested parties upon request.

9. APPROVAL

Approved by: Mark Downer
CEO
Griffon Marine
Date: 20th August 2025

Signed:

