

TOBA SHIP MANAGEMENT CO LTD	INTEGRATED MANAGEMENT SYSTEM MANUAL		Issue No.: 02
	Chapter 02	COMPANY'S POLICIES AND MANAGEMENT COMMITMENT APPENDIX IV: HEALTH & HYGIENE POLICY	Issue Date: 01/04/2010 Rev. No.: 04 Rev. Date: 06/12/2021 Page: 1 of 1

Health and Hygiene Policy

TOBA SHIP MANAGEMENT CO LTD. treats health, hygiene, and the crew's welfare as the priority in its operations, while its utmost concern is always to ensure that all employees work under safe and hygienic conditions. To ensure high health and hygiene standards, **TOBA SHIP MANAGEMENT CO LTD.:**

- *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 relevant risks to individuals or organizations.*
- *Determines the medical fitness of employees' work without undue risk to themselves or others.*
- *Implements programs and appropriate protective measures to control potential risks, including suitable monitoring of employees.*
- *Provides medical services necessary for the treatment of employees occupational illnesses or injuries and the handling of medical emergencies.*
- *Provides voluntary health and hygiene promotion programs to enhance employees' well-being and personal safety.*

Our goal is to achieve the highest standards of health and personal hygiene through continuous improvement.

Employee information is confidential. DO NOT reveal any employee information to non-medical personnel, except if requested by the employee concerned, or if required by law, dictated by overriding public health considerations, or required by our Drug and Alcohol Policy.

Date: 06/12/2021

General Manager
