

## **QHSE Policy Statement of KOTUG INTERNATIONAL B.V.**

Kotug International B.V., strives to belong to the top of European tugboat services, and to be a good employer. Quality, liability, the environment, safety, health, well-being, and education, are an absolute requisite for achieving this purpose.

The group objectives in this area are to:

- Prevent accidents and loss of life
- Prevent damage to the environment, and marine environment in particular
- Prevent damage to, and loss of material matters
- Prevent hindering the community
- Carry out assignments to the satisfaction of the customer
- To increase the skills and knowledge of personnel

We conduct an active QHSE policy in order to achieve this. Our quality management system meets the ISO 9001:2008 standards. Although our ships are smaller than 500 GT, our management system meets voluntarily the requirements of the ISM code.

In addition, our QHSE policy encompasses:

- Working according to safe methods
- Ensuring that risk-laden situations are pinpointed, and preventive measures put in place
- Learning from past mistakes and ensuring that these do not reoccur
- Ensuring that personnel are trained to deal with emergency situations, by way of onboard drills, and training as required by the STCW 95 Code
- Ensuring that the safety awareness of all personnel members is increased by continuous attention to safety and input by the ship owner.
- Maintaining equipment and especially critical equipment according planned maintenance system.

We require that every personnel member, both in the office and in the fleet, contributes appropriately towards improving standards, and is aware during his or her actions of the possible consequences of this act in terms of the environment, and the safety, health, and well-being of themselves and others. The procedures, work instructions and the Instruction Manual for Fleet Personnel of the Management System serve as a means of support.

The policy is outlined annually in a plan with corporate and department goals.

The assessment of the board will state to which extent this policy has been realized.

We will make available the necessary means, such as money and manpower, in order to implement this policy.

This Policy Statement and the Management System will be evaluated at least once a year by an independent classification society.

J.A.A. Kooren  
President of Kotug International B.V.  
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