



Babek Ave. 1431, A. Guliyev Street, Baku, Azerbaijan
Tel. +944 12 4880625, info@fregatmarine.com

FREGAT LLC HEALTH AND SAFETY POLICY

Fregat LLC is a local trading company which is acting under Azerbaijan Republic law. The director deputy of the company is responsible for formally approving the company's health and safety policies. Director and Directors Chief Advisor also takes overall responsibility for monitoring the effectiveness of the company's health and safety arrangements.

Our statement of general policy is:

- To provide adequate control of the health and safety risks arising from our work activities;
- To provide sufficient resources (both in terms of time and money) to enable an effective health & safety management system to be employed;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain safe plant and equipment;
- To ensure safe-handling and use of substances;
- To provide information, instruction and supervision for employees;
- To ensure all employees are competent to do their tasks, and to give them adequate training;
- To prevent accidents and cases of work-related ill health;
- To maintain safe and healthy working conditions; and
- To review and revise this policy as necessary at regular intervals.
- This statement was ratified and approved by the Director of Fregat LLC

Responsibilities

Overall and final responsibility for health and safety is that of the Director Fuad Karimov

Day-to-day responsibility for ensuring this policy is put into practice is delegated to Samir Behbudov. Based on the current structure and size of CYT Limited these responsibilities extend to the whole company but this may be revised and specific responsibilities may be assigned to individuals as the company develops and grows.

All employees and casual staff have to:

- Co-operate with supervisors and managers on health and safety matters;
- Not interfere with anything provided to safeguard their health and safety;
- Take all reasonable steps to safeguard their own safety and the safety of any other person who may be affected by their actions at work:
- Comply with any rules or obligations relating to health and safety in force from time to time at the client's premises where services are performed to the extent that they are reasonably applicable, including participation in relevant induction and training, and wearing and/or using any protective clothing and equipment provided by the client; and
- Report all health and safety concerns to an appropriate person (as detailed in this policy statement).

Health and safety risks arising from our work activities

Risk assessments will be undertaken by trained personnel or by appropriately qualified external sub-contractor. The findings of the risk assessments will be reported to the Director's responsible for



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H&S matters [as stated above]. Action required to remove/control risks will be approved by designated Director-who will also be responsible for ensuring the action required is implemented and. that this has removed/reduced any risks to an acceptable level. Assessments will be reviewed annually or when the work activity changes, whichever is soonest.

Consultation with employees

Employee representative will be appointed as and when appropriate depending on the size and structure of the company as it develops. At an appropriate time a suitable consultation process will be established to ensure that employees are kept informed, involved and appropriately trained.

Safe plant and equipment

The Director Deputy responsible for Health and Safety matters will be responsible for identifying all equipment/plant needing maintenance and then they will ensure that effective maintenance procedures are drawn up and implemented. Any problems found with plant/equipment will be reported to Director will be assigned to ensure that the necessary actions are carried out in a timely manner. All new plant and equipment will be specified and checked to ensure that it meets health and safety standards before it is purchased.

Information, instruction and supervision

All employees will be furnished with relevant Health and Safety information on the commencement of their employment with Fregat LLC. In addition:

Accidents, first aid and work-related ill health

Where required, first aid facilities will be provided as defined in relevant legislation. A minimum of once per year a report will be provided to the company Director detailing any significant events and what has been done to resolve them and to monitor the impact of any controls, as well as detailing how any changes implemented will prevent recurrence.

vEmergency procedures - fire and evacuation

Where appropriate the Fregat staff responsible for Health and safety have a duty to make sure that staff have familiarized

Confirmed By:

A.Karimov