



Health and Safety Policy

This policy of MaritimEA Research aligns with Pakistan's Environmental Protection Act (1997), Merchant Shipping Ordinance (2001), Occupational Safety and Health Act (2018) and the UNESCO Convention on the Protection of Underwater Cultural Heritage (2001).

Policy Statement:

MaritimEA is committed to ensuring the health, safety, and well-being of all employees, volunteers, contractors, and visitors involved in our conservation projects, including field activities. We comply with all applicable Pakistani health and safety laws and international best practices where relevant.

Roles & Responsibilities

Management shall

- **Ensure** relevant Standard Operating Procedures (SOPs) are in place for areas of business operations.
- **Ensure** officers within the organisations are duly appointed and delegated to enact the SOPs
- **Ensure** records required to demonstrate compliance with the SOP are kept securely and in accordance with the relevant legislation.
- **Ensure** periodic reviews of SOPs, officer delegations, and record keeping practices are undertaken.

- **Ensure** incident or near miss reports are documented, transparently reported and notification procedures are followed in accordance with the relevant legislation.

Delegated Officers shall

- **Ensure** staff, volunteers, and contractors have been inducted into MaritimEA policies and associated SOPs.
- **Ensure** risk assessments and emergency response plans have been developed prior to field operations and communicated to all relevant personnel
- **Ensure** field equipment and personal protective equipment (PPE) are in correct working order
- **Ensure** personnel involved in the field operations have the appropriate training
- **Ensure** records required to demonstrate compliance with the SOPs have been correctly completed and stored as per MaritimEA's SOPs

Employees, Volunteers and Contractors shall

- **Attend** mandatory safety induction sessions
- **Follow** safety protocols, as per the safety induction sessions, and report hazards immediately to the delegated officers and/or MaritimEA management
- **Follow** instructions as outlined in the safety induction sessions and any additional instructions issued by the delegated officers and/or MaritimEA management