



JFD Health and Safety Policy

JFDG-HSEQ-POL-001
Revision 06



Revision and Amendment History		
Revision	Amendments	Date
01	First Issue for new JFD – document numbered JFD-POL-03.	
02	Re-issued following change in personnel for JFD MD.	
03	Annual review by SLT and change to JFD company description.	
04	Annual review and transfer to new document template. Number prefix now JFD-HSEQ-POL-01	20/09/2017
05	Annual review – no content changes required. Document updated to new revision and review table template and re-dated for 2019.	19/07/2019
06	Change of Managing Director. Danny Gray Acting MD. Update to include reference to ISO 45001, consultation with workers and elimination of hazards. Added commitment to planning, managing and responding to terror risks.	10/06/20

Review and Approvals			
Responsibility	Name	Position	Date
Author/ Revised	Barry McLeod	Head of HSEQ	09/06/20
Checked	Stevie Toft	Global Diving Officer/ HSE Manager	09/06/20
Approval	Danny Gray	Acting Managing Director	10/06/20



JFD Health and Safety Policy Statement

JFD is the world leading underwater capability provider, serving the commercial and defence markets with innovative diving, submarine and hyperbaric rescue, technical solutions and services..

Our expertise lies in the delivery of complex, multi-stakeholder projects. Our pedigree stems from over 30 years operating safely in the challenging subsea environment.

In line with the company mission statement and our values JFD has set out the following health and safety policy as part of the company business management system.

The primary objective of our health and safety management system is the protection of the health and safety of our people and those affected by our business.

We are committed to demonstrating leadership and commitment to Health and Safety through:

- Taking overall responsibility and accountability for the prevention of work-related injury
- Developing and implementing a health and safety management system in accordance with international standards and specifications for health and safety such as ISO 45001 and the ISM code, and ensuring the integration of the H&S system requirements into JFD's business processes;
- Ensuring that the H&S policy and related objectives are established and are compatible with the strategic direction of JFD;
- Defining measurable targets for monitoring and improving performance.
- Complying with the terms of all national and international health and safety legislation and other compliance obligations for the areas in which we operate;
- Evaluating and eliminating hazards including appropriate protective measures to control, manage and reduce risks, including appropriate monitoring of individuals potentially affected;
- The provision and maintenance of safe and healthy workplaces, facilities and work equipment for the prevention of work-related injury and ill health;
- Committing to planning, manage and respond to terror risks at global locations;
- Participation, consulting and communicating with workers, contractors, customers, regulatory authorities and the local community;
- Ensuring that all employees, contractors and working partners understand that they have a personal responsibility for health and safety and remain accountable should their actions result in harm to themselves and others;
- Providing clear instructions and information, and adequate training, to ensure employees are competent to do their work without causing or sustaining harm;
- Responding to health and safety concerns raised by employees, clients, contractors and the local community.
- Communicating that all personnel have the right and duty to stop the job if they consider it unsafe.
- Developing, implementing, maintaining, managing and reviewing the company business management system in order to continually improve and ensure effectiveness in meeting the needs of the business.

The Management team shall ensure that the Health and Safety Policy is communicated and understood throughout the organisation.

The Health and Safety Policy shall be made publicly available, and will also be displayed in prominent positions throughout company facilities, and will form part of all employee training. The policy will be reviewed periodically to ensure its continued suitability. In addition to regular reviews, the contents of this policy will be amended as required to reflect any changes in scale and nature of our operations, or if required by changes in legislation.

A handwritten signature in black ink, appearing to read 'Danny Gray'.

Danny Gray 10th Jun 2020 JFD Managing Director (Acting)