



SAFETY POLICY

Shearwater Adventures aims to achieve customer satisfaction by ensuring documented standards are established that meet the safety, security, and operational objectives of the company. This is achieved through total commitment to Safety and Quality Management activities at every level within the organization.

In my capacity as the CEO for Shearwater Adventures, I agree to commit to developing, implementing, maintaining, and constantly improving strategies and processes to ensure that all our activities achieve the highest level of safety performance and regulatory compliance.

Our commitment is to:

- *agree* to committing such resources, whether human, material and /or financial, necessary for the attainment of all mandatory regulatory obligations and set standards of the company.
- *support* the management of safety through the provision of all appropriate resources that will result in an organizational culture that fosters safe practices, encourages effective safety reporting and communication, and actively manages safety.
- *ensure* that the management of safety is a primary responsibility of all managers and employees.
- *clearly define*, for ALL personnel, their accountabilities, and responsibilities for the delivery of the organization's safety performance and the implementation of our safety management system.
- *establish and operate* hazard identification and risk management processes, including a hazard reporting system, in order to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities, to achieve continuous improvement in our safety performance.
- *ensure* that no action will be taken against any employee who discloses a safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, gross negligence or a deliberate or wilful disregard of regulations or procedures.
- *comply* with and, wherever possible, exceed, legislative and regulatory requirements and standards.
- *ensure* that sufficient skilled and trained human, financial and material resources are available to implement safety strategies and processes.
- *ensure* that all staff are provided with adequate and appropriate operational safety information and training, are competent in safety matters, and are allocated only tasks commensurate with their skills.
- *establish and measure* our safety performance against realistic safety performance indicators and safety performance targets.
- *continually improve* our safety and compliance management through continuous monitoring and measurement, regular review and adjustment of safety objectives and targets, and diligent achievement of these; and
- *ensure* that externally supplied systems and services that support our operations and meet our safety performance standards.