



Health, Safety and Hygiene OH&S Policy

SEA WORLD MANAGEMENT holds OH&S (Occupational health and Safety) as first priority in its operations, while its outmost concern is to always ensure that all workers execute their work under safe and hygienic conditions. In order to ensure high standards of OH&S, the Company:

- Complies with all applicable legislation and regulations, observes relevant guidelines, and applies responsible standards where laws and regulations do not exist.
- Seeks to identify and evaluate OH&S risks related to its operations that potentially affect employees, contractors or the public and establishes appropriate safeguards.
- Communicates knowledge about OH&S risks to individuals in potential risk or organizations and the scientific community.
- Determines at the time of employment and thereafter, as appropriate, the medical fitness of employees to perform their work without undue risk to themselves or others.
- Implements programs and appropriate protective measures to control such risks, including appropriate monitoring of workers in potential risk.
- Provides or arranges, as appropriate, for medical services necessary for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies.
- Provides voluntary OH&S promotion programs designed to enhance employees' well being and personal safety. These programs should supplement, but not interfere with, the responsibility of workers over their own health care.
- Undertakes appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this Policy.

The Company's goal is to achieve the highest standards of OH&S system through continuous improvement.

Information about workers is confidential and should not be revealed to non-medical personnel except at the request of the worker concerned, or when required by law, when dictated by overriding public health considerations, or when necessitated by the Company's Drug and Alcohol Policy.

This Policy has the full support of Top Management, is available to the public and applies to all Company's workers.

Date: 10/09/2019

Managing Director