



ADRIATIC⁴²

HSE Induction

Who we are

ADRIATIC⁴²

Adriatic 42 has reimagined and revitalised the historic Bijela shipyard into a modern superyacht refit and maintenance hub. Once one of the largest ship repair yards in the Southern Adriatic, this iconic location now hosts a world-class facility that embodies maritime tradition and technical innovation.



<https://adriatic42.com/>

Some facts

ADRIATIC⁴²

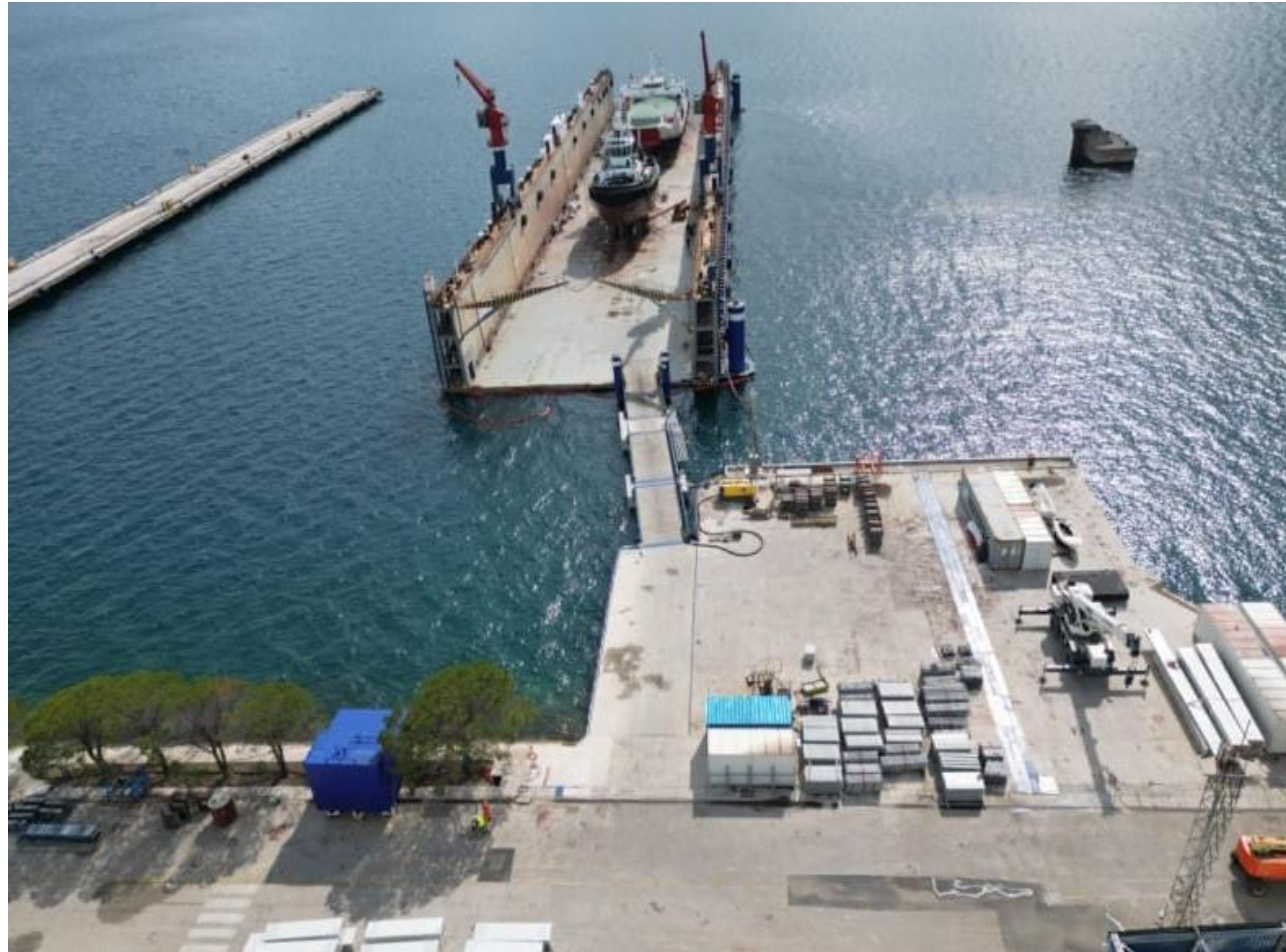
Adriatic 42 d.o.o. Bijela 85343,
Montenegro

contact@adriatic42. com

Call us:

+382-31-340691

42.4297°N 18.6532°E



Facilities

- Floating Dock - 180 X 34 meter
- Travel lift - 720 t
- Operational Area 150 000 m²
- Warehouses & Workshop 8000 m²

<https://adriatic42.com/>

VISION

To be the most desirable destination for Yacht Repair & Services in Europe region

MISSION

To provide premium craftsmanship, through industry leading services and technology, in ethical, professional, safe and environmentally friendly manner.

To be an employer of choice, by acting with respect and ensuring a healthy, positive and safe working environment.

To be a significant influence in the development of the local Community and Country.

VALUES

Integrity: Being open and honest in all our dealings and maintaining the highest integrity. We value loyalty, trustworthiness, reliability and ethical business conduct.

Commitment: We are committed to setting standards, contributing to the community and creating a caring organization. We view Zero Harm to people and environment as an integral part of our business.

Excellence: We strive for excellence through continual improvement and innovation.

OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

Adriatic 42 Yard is a regional leader and destination of choice committed to provide Yacht Repair and Services that meets or exceeds customer expectations. As part of its journey towards "ZERO HARM", leadership in AD42 is committed to continue the actions towards Zero Harm to People, Assets, Community, and the Environment within our business. Adriatic 42 strives to achieve Occupational Health & Safety (OHS) Excellence by ensuring our initiatives are aligned with the best practices, continual improvement, and in line with AD42's Principles, HSE Pillars and Policies.

We are committed to:

- Proactively identify hazards and effectively mitigate associated OH&S risks.
- Comply with or exceed all applicable legal and other requirements.
- Provide appropriate resources and information to allow the effective pursuit of Excellence within the areas of OHS.
- Provide safe and healthy working conditions appropriate to the context of the Organization and to the specific nature of its OHS Risks and Opportunities.
- Prevent work related injury and ill health to employees and interested parties.
- Work with our interested parties to enhance their Occupational Health and Safety performance.
- Set OHS Objectives and Targets as a measure of the overall success of the company and monitor Continual Improvement of the OHS Management System.
- Promote and maintain a healthy and safe work environment for workers & interested parties and their wellbeing.
- Communicate, consult, and involve participation of workers, workers representatives and interested parties on OHS matters.
- Provide training, engagement opportunities and information to our employees to enhance competency and capability to work safely.

Adriatic 42 authorizes "STOP WORK AUTHORITY" and empowers personnel entering our facilities to intervene in a safe and respectful manner when observing any unsafe act or unsafe condition and to stop a task that presents an unacceptable level of risk.

The Policy shall be communicated and made available as documented information to employees and interested parties.

Adriatic 42 Occupational Health & Safety Management System is designed to support this statement and subject to periodic review.

"ZERO HARM"
To People, Assets, Community, and the Environment.

CEO
Adriatic 42 Yard

SUSTAINABLE ENVIRONMENT POLICY STATEMENT

Adriatic 42 Yard is a regional leader and destination of choice committed to provide Yacht Repair and Services that meets or exceeds customer expectations. Our fundamental principle sets the framework for our objectives and actions to continually improve to achieve "Zero Harm to People, Assets, Community and the Environment". Adriatic 42 strives to achieve Sustainable Environmental Management Excellence by ensuring our initiatives are aligned with the best practices, continual improvement, and in line with AD42's Principles, HSE Pillars and Policies.

Adriatic 42 commits to achieve excellence in protecting and promoting a Sustainable Environment by:

- Effectively preventing and controlling of potential sources of pollution in accordance with best management practices.
- Complying with all relevant Environmental obligations related to our operations.
- Promoting and implementing Environmentally sustainable initiatives aimed to reduce Carbon Footprint.
- Sustainable Procurement and utilization of raw materials relevant to products and services offered to interested parties.
- Effective communication of the Sustainable Environment Policy to employees and interested parties to ensure compliance to EMS requirements and compliance obligations.
- Achieve Carbon Footprint reduction aligned with Montenegro's climate commitments and the EU's environmental standards, supporting both national decarbonization efforts and long-term business sustainability.
- Continuously strive to improve our Environmental Performance.

Adriatic 42's Environment Management System will ensure a continual improvement to support achieving our Sustainable Environmental objectives.

"ZERO HARM"
To People, Assets, Community, and the Environment.

CEO
Adriatic 42 Yard

QUALITY POLICY STATEMENT

Adriatic 42 Yard is a regional leader and destination of choice committed to provide Yacht Repair and Services that meet or exceed customer expectations.

We add value to customer requirements through our capabilities and efficiency in our established processes, whilst maximising the returns to our stakeholders.

We promote excellence within our organization by setting SMART objectives that are aligned with our Vision, Mission and Values.

Our Commitments:

- Adapt new technologies to improve efficiency and customer experience of the highest quality.
- Effective communication within and between the Departments and interested parties to ensure compliance to all applicable requirements.
- Creating a positive work environment and organizational culture that fosters employee motivation, engagement and capability development.
- Enhance our business performance and Quality Management System through innovative thinking and continual improvements.

CEO
Adriatic 42 Yard

ADRIATIC⁴²

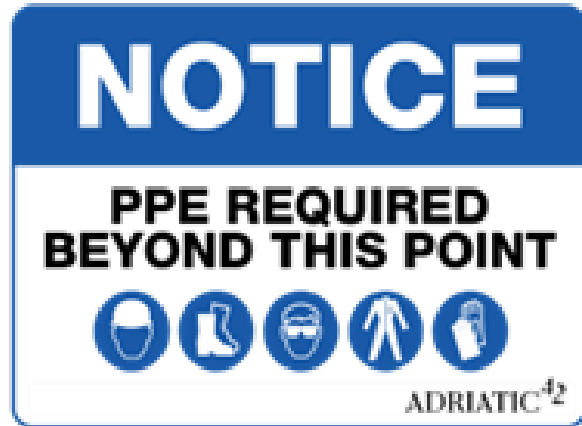
Basic security rules

- **Entering A42** Yard is allowed only with authorization for:
 - ✓ Employees – *ID card for employees*
 - ✓ Contractors – *ID or Security Pass for contractors*
 - ✓ Customers – *ID or Security Pass for customers*
 - ✓ Visitors – *ID or Security Pass for visitors*
 - ✓ States authorities – *Official identification*
- All **ID must be valid** and it will be returned after registration. Valid ID are: Passport, ID card, Driving licence.
- **A42 security pass must be worn** all time during the visit
- It is not allowed to move around the place **outside the authorisation zone**.
- **Smoking** is forbidden and it is allowed only in dedicated area.
- Use of **alcohol and drugs** are strictly forbidden.
- **Weapons, explosive devices and flammable materials** are strictly forbidden.
- **No photo** is allowed without permission



Basic safety rules

- **Only authorized persons** can entry working area **accompanied by A 42 representative**.
- Dedicated **PPE is obligatory** in all working and marked area. **Not respecting this rule is automatic suspension of presence permit for staying in A 42 yard.**
- Any kind of work demand **Permit to Work** by A 42 representative and HSE Officer.
- **Smoking** is forbidden and it is allowed only in dedicated area. **Open flame** use is strictly forbidden.
- Please **follow safety signs** and use **pedestrian route**.
- **Speed limit** in the yard is **20 km/h** and all **vehicles must be park in the dedicated area**.
In the yard apply **Traffic Law of Montenegro**
- It is strictly **forbidden to use A 42 vehicles** (cranes, forklifts, TL, cars).



Emergency rules

1. Any emergency, must be reported immediately to closest A 42 employee:

- ✓ Fire
- ✓ Health issues / Injures / Deaths /
- ✓ Accident's / Near Misses
- ✓ Damages
- ✓ In-proper behaviour
- ✓ Environment accidents

2. The sound of the alarm, indicate a general danger (fire, explosion, earthquake...)

3. **In the case of Emergency signaled by alarm sound, go immediately to Assembly points and wait further instructions from HSE or Security officer.**

4. First aid boxes are marked with list of trained first aiders inside

5. All Injuries must be reported immediately



For contractors and ship crews

-sticker-

ADRIATIC⁴²**EMERGENCY CONTACT NUMBER:**

- ✓ **Fire Brigade** **+382 67 564 421**
- ✓ **Security Gate** **+382 68 803 257**
- ✓ **H&S Officer** **+382 67 909 315**

-
- ✓ **HSEQ Manager** **+382 67 909 301**
 - ✓ **Project Manager** **+382 _____**

Montenegro General Emergency 112

Emergency numbers are available 24/7

Emergency procedure in the case of fire

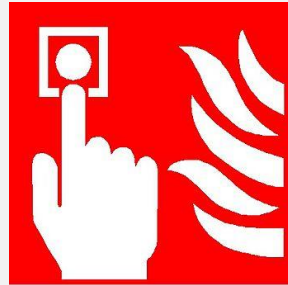


ADRIATIC⁴²

1. Do not panic



2. Activate alarm



3. Switch off electricity



4. Start extinguishing if you can



5. Evacuate

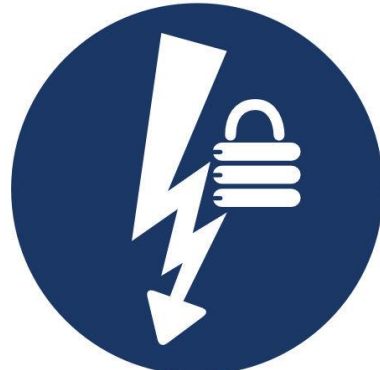


6. Call Fire brigade



More safety rules

- Do not work if you **feel unsafe** and inform your Manager
- You are aloud to work only what is in your **scope of work** approved by A 42 responsible manager / supervisor.
- All works must be folowed by **TRA** and **PTW**
- **LOTO** sistem is **obligatory** for all hazardous energy
- **Report incidents** to HSE officer or your superior,
- Report **unsafe conditions** and activities and worn a people around
- **Housekeeping** is essential for safe environment.



Risk management – Permit to Work

A **Permit To Work** system covering several activities is operated within Adriatic 42. The following activities require prior authorisation /a permit prior to starting

- Contractors works (civil engineering)
- Electrical works
- Hot work
- Chemical works / Paintings
- Work at height
- Confined Space Entry



ZERO Drydocks World-Dubai		PERMIT TO WORK		ADRIATIC ⁴²	
COMPLETED AND SIGNED BY THE RESPONSIBLE PERSONNEL				PTW No: 00123	
I - PERMIT APPLICATION (to be completed by Requestor)					
PTW: ☐ Construction works ☐ Electrical works ☐ Hot works ☐ Chemical work ☐ Work at height ☐ Confined spaces					
Vessel / Work area:		Work duration:			
Contractor Company:		NAME		ADDRESS	
Contractor representative:		NAME		PHONE No.	
Requestor from Adriatic 42:		NAME		PHONE No.	
Scope of work:				No. of employees: (on the site)	
PPE:		Safety Equipment			
☐ Safety Helmet		☐ Uniform (regular / antistatic)			
☐ Breathing protection		☐ Fire resistant Uniform			
☐ Eye protection		☐ Safety harness (work at height)			
☐ Safety shoes		☐ Self inflating life vest			
☐ Gloves		☐ Other			
☐ Hearing protection		☐ Other			
		☐ Extinguishers: I No: _____ Tip: _____ II No: _____ Tip: _____			
		☐ Other Firefighting equipment			
		☐ Ventilation system			
		☐ LOTO system No.			
		☐ Emergency response equipment			
		☐ First Aid			
Requester shall verify, confirm and ensure all of the below criteria is strictly complied with:					
☐ 1. Risk Assessment, Safety plan and Tool box talks - performed (documented).					
☐ 2. Contractor is „Approved“ in Contractor List (by HSE Department).					
☐ 3. Equipment, tools, extinguishers, and safety devices are inspected.					
☐ 4. Contractors employees has all requested PPE.					
☐ 5. Contractor representative is informed about Housekeeping rules in Adriatic 42 premises (Visitor protocol).					
☐ 6. Contractor HSE representative is present (legal requirements).					
☐ 7. I understand that any incompatible work / change of condition affecting the work will invalidate this permit.					
Hot Work / Confined space - Atmosphere check required: O2 _____% LEL _____% CO _____ppm H2S _____ppm					
Firewatch _____					
Additional measures taken for potential hazards: _____					
Safety plan drawing					
II - PERMIT CONFIRMATION (to be completed by Requestor and Contractor Representative)					
I ensure compliance with the above mentioned criteria:					
REQUESTOR NAME:		MOBILE No:		SIGNATURE:	
CONTRACTORS SPV. NAME:		MOBILE No:		SIGNATURE:	
FIREMAN (Hot Works) NAME:		MOBILE No:		SIGNATURE:	
DATE: ____/____/____		START TIME: ____AM/PM		DATE: ____/____/____ FINISH TIME: ____AM/PM	
III - PERMIT INSPECTION (to be completed by Safety officer)					
Safety officer name:		signature:		time:	
IV - PERMIT CLOSING (to be completed by Requestor)					
Work: Completed / Suspended / Permit Renewed (New PTW No. _____)					
Requestor:		Signature:		DATE: ____/____/____ TIME: ____AM/PM	
Comment: _____					

PPE requirements

- Full PPE is required to be worn at all times whilst working within in operational areas.
- PPE exemption may be granted during meal breaks and at shift commencement and completion to allow persons to access work locations.
- Additional PPE specific to work tasks must be identified in Task Risk Assessments and worn for the duration of the task.
- All PPE must be accredited to Internationally Approved Standards
- Hearing protection is mandatory where noise levels exceed 85dB.

JOB SITE DRESS CODE

PERSONAL PROTECTIVE EQUIPMENT REQUIRED



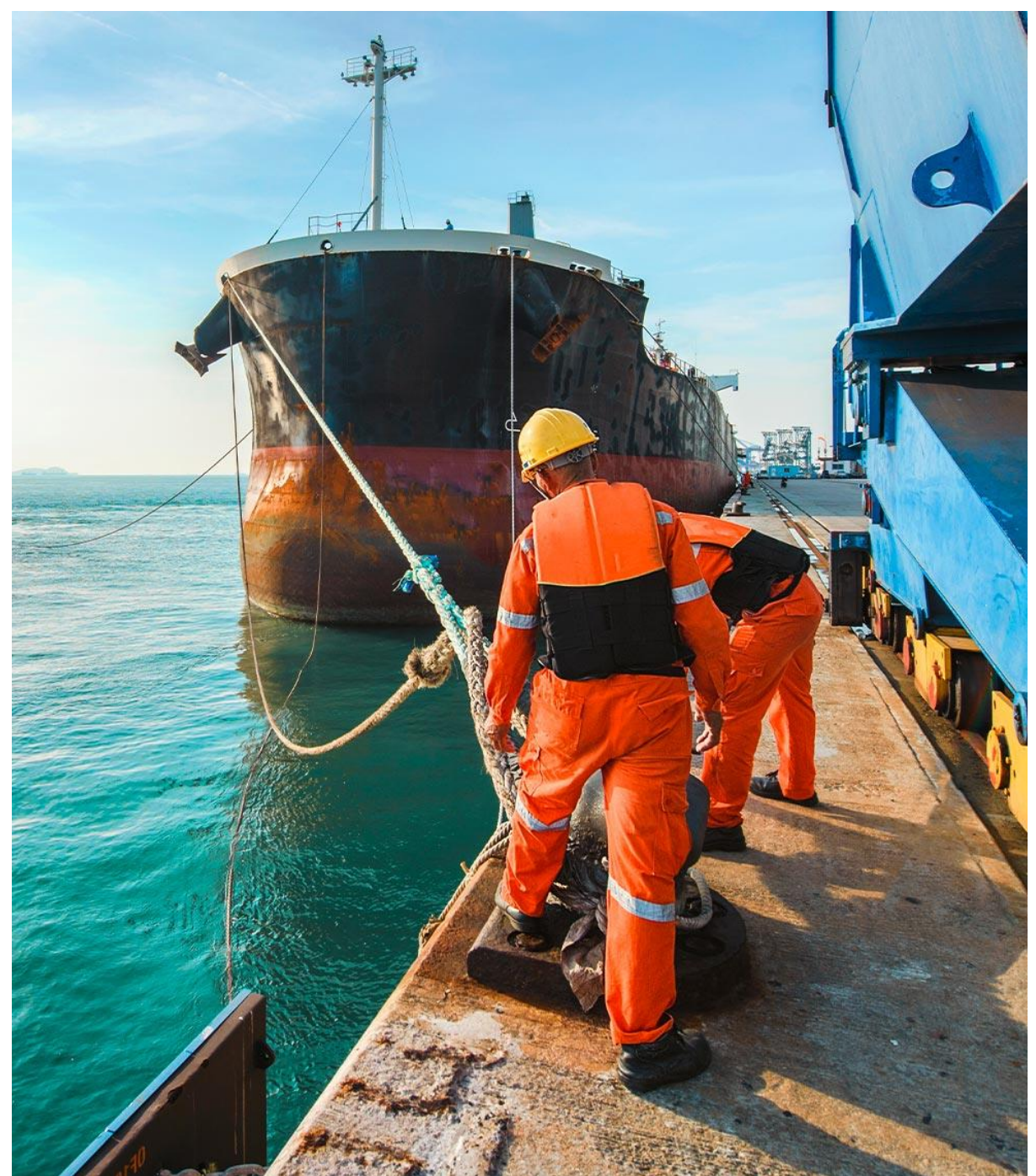
Environment rules

- **Do not leave** any kind of **waste** behind you.
- Use color coded **waste container and separate** waste properly
- **All hazardous waste must be reported to A 42 Representative and Environment Officer**
- It is **forbidden to discharge ballast and wastewater into the sea at all**, any action related to environment issues must be done in coordination with HSEQ Department
- **Report environment incidents** to HSE Officer or your superior.
- Report **unsafe conditions** that can make **negative environment impact**.
- **Housekeeping** is essential for safety environment.



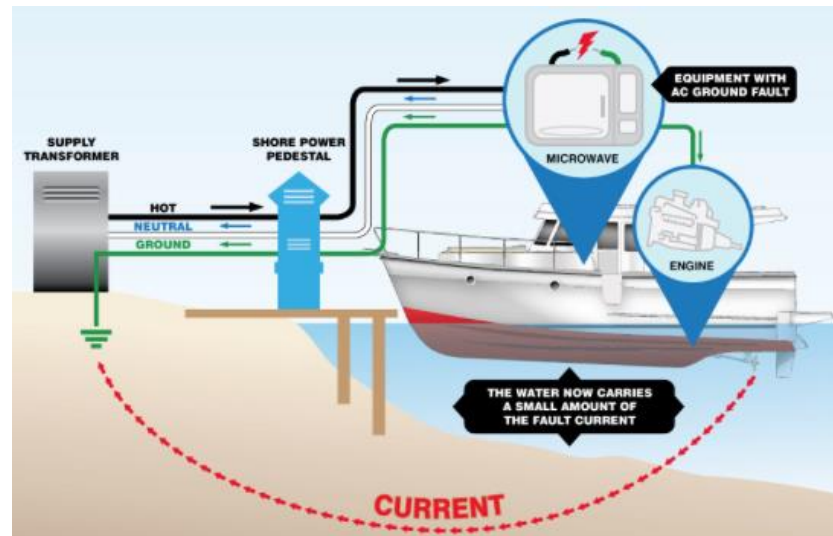
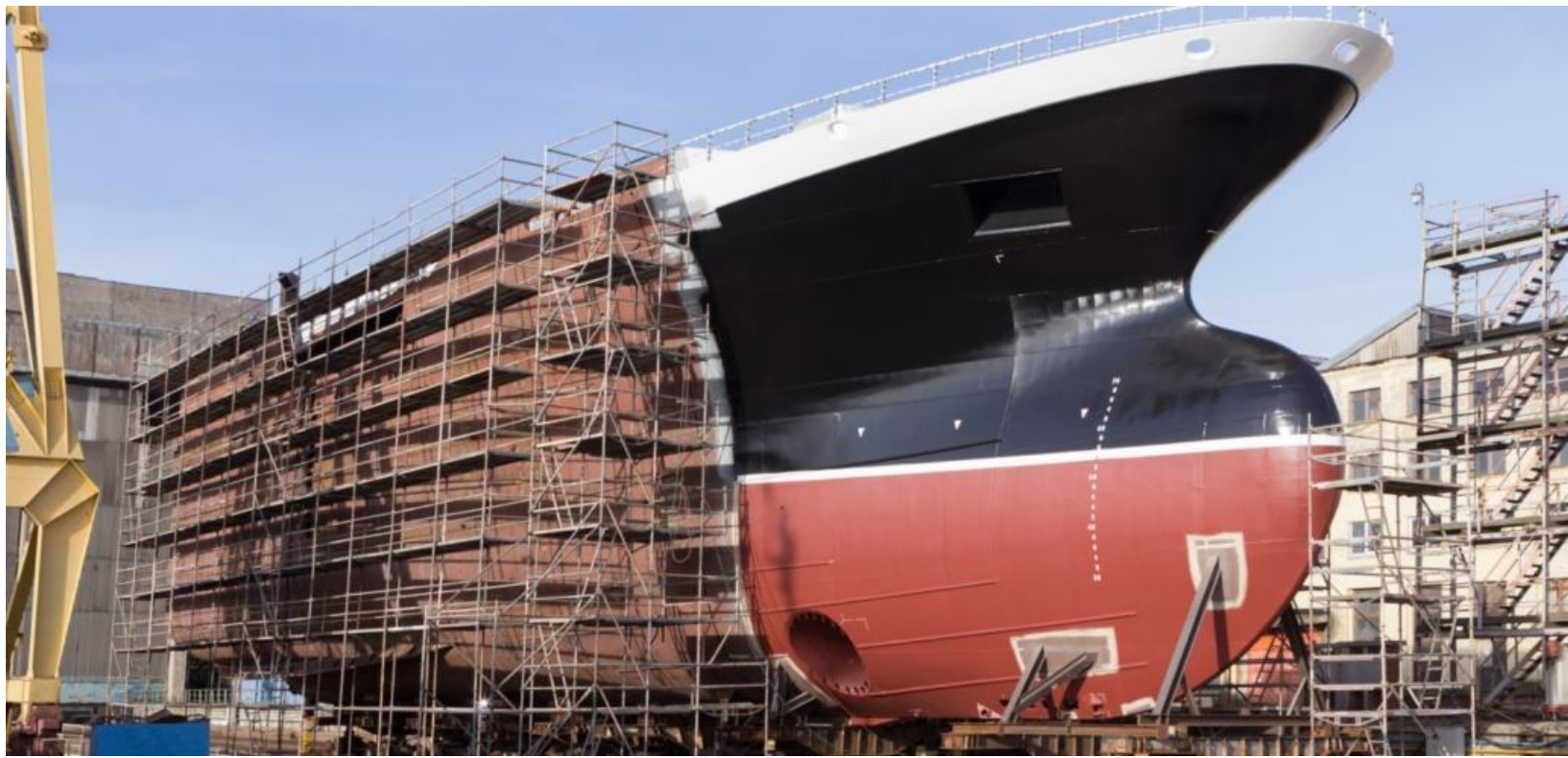
Site hazards

- Mooring Operations
- Combustible materials and chemicals
 - Fire
- Chemicals
- Paints and Solvents



Site hazards

- Scaffolding,
- Cranes operating,
- Big structure transportation
- Chemicals
- Electrical hazards
- Crowded working spaces
- Machinery



Risk management – system of control

Tag No. 00123 ADRIATIC⁴²

CAUTION

OUT OF ORDER

DO NOT REMOVE THIS TAG

SIGNED BY _____
DATE _____

AD – HSE – TC 07/22 – Rev.0

Tag No. 00123 ADRIATIC⁴²

DANGER



DO NOT OPERATE

DO NOT REMOVE THIS TAG

Signed by _____
Date _____

AD – HSE – TD 07/22 – Rev.0

 Card No. _____

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STOP WORK AUTHORITY

- Unsafe work
- Unsafe acts and conditions
- Unacceptable level of risk

This card can be removed only in the case of remaining safe conditions and by company's authorities

12 safety golden rules

