

1. LEADERSHIP

1.1 Leadership and commitment

The Management Board and the Management consisting of the heads of structural units demonstrate their leadership and commitment in relation to the management system by the following actions:

- Take responsibility for the functioning of the management system and ensure that the intended results are achieved.
- Ensure that appropriate guiding principles are set and set targets for their implementation.
- Ensure the organic connection of the company's management system with the organisation's business processes.
- Encourage the use of a process-based approach and risk-based thinking.
- Ensure the availability of the resources necessary for the functioning of the agreed management system.
- Involve, guide and motivate workers for the effective implementation of the management system.
- Ensure the protection of workers against the possible realisation of hazards and risks.
- Give workers the right and opportunity to participate in OHS activities.

1.2 Guiding principles

The guiding principles of BWB, a company engaged in the design and construction of high-quality, safe and environmentally friendly work boats, or our quality, environmental and occupational safety policy, are as follows:

- **Cooperation with different parties and continuous development.**
- **Innovation in both product development and work performance.**
- **Optimal use of resources.**
- **Investing in energy-efficient technologies that have a lower environmental impact.**
- **Safety first – ensuring safe and healthy working conditions, reducing risks and eliminating hazards.**
- **Involving workers in addressing occupational health and safety issues.**
- **Compliance with legislation and shipbuilding regulations.**
- **Continuous improvement of the management system in cooperation with managers and workers.**

1.3 Roles, rights and responsibilities within the organisation

The Management Board has determined the rights and obligations to:

- Ensure the sustainable development of the organisation through customer-centric activities.
- Ensure that the management system complies with international standards, legislation and prescriptive requirements applicable to the company.
- Ensure the purposefulness of the processes necessary for the operation of the company.
- Ensure that the organisation is informed about the performance of the management system and the opportunities for improvement.
- Promote environmentally sustainable thinking throughout the organisation and ensure a safe working environment.
- Ensure the integrity of the management system and, if necessary, implement changes to it.

The rights and obligations of the company's workers are primarily defined by the organisational structure, employment contracts and job descriptions. In addition, employment relationships shall be governed by established procedures, instructions and forms.