

Human Factor Policy

2026.01.01

1. The purpose of this policy is to recognize that people, work, equipment, organization factors, and environmental conditions interact throughout all aspects of operations and directly influence safety and performance, and to prevent loss of life, vessel incidents, and environmental damage by managing Human Factors in an integrated manner.
2. The Company encourages the interaction of the following Human Factor elements to enhance efficient business performance:
 - 1) People : Consideration of physical and cognitive abilities, anthropometric characteristics (height/weight), fatigue, attitude, knowledge, and cultural factors.
 - 2) Work : Includes the type of tasks, required skills and knowledge, workload, and analysis of safety-critical tasks.
 - 3) Organization : Organizational structure, communication, and procedures can be improved through Human Factor principles.
 - 4) Equipment : Incorporating Human Factor considerations into facilities, equipment, and tools enhances operability and maintainability while reducing risks.
 - 5) Environment : Working conditions such as lighting, noise, air quality, and temperature significantly influence human performance.
3. The Company establishes the following Human Factor management objectives to enhance organizational performance:
 - 1) The Company designates Human Factor elements as a core management area within the ship safety management system and continuously identifies, assesses, and controls Human Factor-based risks.
 - 2) All employees shall faithfully comply with procedures and perform Human Factor obligations such as clear communication and fatigue management.
 - 3) The Master is responsible for fostering a Human Factor-based safety culture and for faithfully implementing all Human Factor requirements.
4. The Company shall ensure the following items are maintained to enhance efficient business performance:
 - 1) Reduction of human error and improvement of the reliability of critical tasks.
 - 2) Prevention of incidents caused by key Human Factor elements such as fatigue, communication issues, and insufficient equipment familiarization.
 - 3) Elimination of inconsistencies between manuals and actual practices, ensuring safe work execution.
5. The Company monitors and improves the ship's safety management activities based on above Human Factors.

**Chief Executive Officer****POS SM Co., Ltd**