



STOP WORK POLICY

All employees of the Company and personnel working on Company sites are vested with the authority and the obligation to immediately stop any activity that has the potential to deliver any form of negative impact to People, Environment, assets or relations with Clients, Subcontractors, Stakeholders, Customers and those affected by our operations.

It is not only a responsibility of every employee to cease such operations ***but it is an obligation*** to do so with utmost promptness.

Where there is any doubt whether work should cease, the concerned observer shall assume the activity to be unsafe and shall notify the hazardous situation to his immediate supervisor without further aggravating or compromising the safety of any personnel or vessel.

We shall strive to infuse a safety culture where every employee is passionate about the safety and wellbeing of himself or herself and his or her co-workers, the protection of the environment and assets involved or affected by our operations and feels empowered to stop any activity that has the potential to deliver any negative impact to the above.

A handwritten signature in blue ink, consisting of a large, stylized 'J' followed by a cursive 'N'.

James William Noe

CEO and Executive Director

25th January 2017