



HSE POLICY

The Company is committed to an incident-free workplace. Health, Safety and Environmental (HSE) Excellence are core Company values in conjunction with providing superior and reliable services to our customers.

Management will provide sufficient resources and leadership to ensure that a superior QHSE culture is achieved across the organization.

Supervisors will ensure that we take the time to do the job right the first time, every time. Not only will we stop the job if it is unsafe, we will not start the job until it is.

All employees are responsible and accountable to eliminate at-risk behaviour in themselves and others. If you see an un-safe behaviour, you are required to stop it.

We shall strive to proactively identify the hazards involved in our operations and mitigate the risks by incorporating appropriate control measures. We shall ensure organisational commitment at all levels towards driving continual improvement in Health, Safety and Environment by thorough compliance to applicable rules and regulations

We believe in a safety culture where every employee understands and abides by the mandate that in the course of our operations as a Company we will continuously strive to 'Do No Harm' to:

- Ourselves as humans.
- Those involved and affected by our operations.
- The Environment in which we work.
- The assets involved and affected by our operations.
- Our relations with Clients, Subcontractors, Stakeholders, Customers and those affected by our operations.

The above translates to achieving ZERO incidents and ZERO spills during our operations.

A handwritten signature in blue ink, appearing to be 'J. Noe', written over the printed name and title.

James William Noe

CEO and Executive Director

8th October 2015