

## Health and Safety Policy

It is the company's aim to be the United Kingdom's leading multi disciplined engineering, project management and construction organisation delivering a professional service to the oil, gas and power industries, ensuring we achieve sustainable long term market share and profitability.

The Directors and Senior Management recognize that our Employees are our most valuable resource and that the Company has a duty to protect all its employees and all those affected by its operations.

Our aim is to achieve the highest standards in all Company undertakings through a program of continuous improvement in which we will:

- Apply the principle that all accidental injuries are preventable by achieving high standards of safety consciousness, discipline and individual accountability throughout all levels within the organization
- Ensure that a system of identifying, assessing and adequately controlling Health and Safety risks is implemented; no activities shall be undertaken unless risks have been assessed and relevant control measures have been implemented.
- Conduct all operations so as to reduce the risk, so far as reasonably practicable, in order to prevent harm or injury to employees and those who could be affected by our activities through implementation of safe systems of work
- Encourage employees' participation in and contribution to the establishment and observance of safe working practices. The business will actively recognise good performance through positive recognition schemes.
- Ensure employees are competent to undertake the allocated tasks and adequately instructed and supervised in all aspects of their duties. All employees shall fully recognise and comply with their roles and responsibilities.
- Implement suitable systems of monitoring to ensure compliance with all relevant Health and Safety statute law, regulations and company policy and procedures.
- Regular communication across the business of health and safety performance, incident details and results from the system monitoring.

The management requires that all employees will comply with the company's stated policies and procedures. Employees that are found not to be working in accordance with any company policy and/or procedure will be subject to the disciplinary process



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