



# Health & Safety Policy

**This Subsea & Pipelines Engineering Consultancy (SPEC) Policy affirms the responsibilities, commitments and actions of the Company, its Directors, employees, contractors and associates in order to provide safety and healthy working conditions for the prevention of work-related injury and ill health.**

## Our Commitment

Under the terms of this Policy the Directors, Managers, personnel, contractors and any person or entity that acts on behalf of SPEC commits to meeting our Health and Safety standards as an absolute minimum and carrying out the actions designed to empower the Policy.

## Our Actions

In order to meet the Company's standards regarding every aspect of delivering this Policy, the Directors, personnel and any third parties acting in the name of the Company undertake to:

1. Conform to our Safety dictum – Think Safe: Every Thought, Every Action, Every Day.
2. Put the safety of all personnel and contractors, the local community and the wider population at the forefront of our thinking and actions.
3. Continually assess all health and safety risks with the aim to eliminate hazards and reduce OH&S risks.
4. Plan personnel assignment, materials, resources, and processes to minimise the potential for injury and illness.
5. Set explicit health and safety goals and success criteria and ensure they are tracked, measured and communicated to all involved personnel.
6. Provide comprehensive orientation and health and safety training, including site-specific and task-specific training, materials and operations manuals where appropriate.
7. Consult and involve all workers, workers representatives, contractors and other interested parties in maintaining and continuously improving the safety management system.
8. Understand and comply with all legal, regulatory, client and other H&S requirements in any countries or areas where we are required to operate.
9. Ensure that all record keeping is diligent, up-to-date, accurate and true.
10. Report any behaviour that may breach any part of this policy to the Supervisor, Manager or Director responsible for the conduct of this Policy.

**Matt Lancien**  
Principal Engineer & Company Director