



Human Resources Policy

This Subsea & Pipelines Engineering Consultancy (SPEC) Policy affirms the responsibilities, commitments and actions of the Company, its Directors, employees, contractors and associates in meeting the Company's standards for Human Resources recruiting, personnel development and management.

SPEC's commitment to gender, ethnic, age and ability equity and diversity, and our inclusivity approach, can help us create a workplace that combines productivity and efficiency with positive behavioural examples and a welcome multiplicity of personalities.

Our Commitment

SPEC is committed to encouraging and enabling all team members to create the kind of workplace that respects and inspires people of all ages, genders, ethnicities and abilities.

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 Human Resources 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 this Human Resources Policy, the Directors, personnel and any third parties acting in the name of the Company undertake to:

1. Create age, gender, ethnicity and ability employment targets that enhance equity, diversity and inclusivity in all SPEC workplaces and operational locations, and work to meet those targets.
2. Seek opportunities to employ and appoint people from diverse backgrounds across all services and operations.
3. Take a zero tolerance approach to any kind of sexual, racial, age, ability-based or other harassment or discrimination in the workplace.
4. Provide orientation and training in the areas of equity, diversity and inclusivity.
5. Create workplaces, facilities and job flexibility guidelines that enable people of different cultures, abilities and genders to meet their personal and work goals.
6. Understand and comply with all legal, regulatory and client equity, diversity and inclusivity requirements in any countries or areas where we work or operate.
7. Ensure that all record keeping is diligent, up-to-date, accurate and true.
8. 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