

The Seanamic Group are dedicated to providing a safe and healthy environment for all personnel; delivering world-class leading products and a professional quality service to all customers throughout the industry, whilst protecting the environment from harm during all activities undertaken.

This policy applies to all personnel engaged in activities associated with The Seanamic Group, including the following companies and any subsidiaries:

- Caley Ocean Systems Ltd;
- Flexlife Ltd;
- IMES International Ltd;
- Umbilicals International Inc.

The Seanamic Group have locations across the United Kingdom and the United States. In addition, each Company has certification to the following standards:

- ISO 9001:2015 (Caley, Flexlife, IMES, UI);
- ISO 14001:2015 (Flexlife, IMES);
- BS OHSAS 18001:2007 (Flexlife, IMES) and working towards migration to ISO 45001:2018;
- BS EN ISO / IEC 80079-34:2011 (IMES) and working towards BS EN ISO / IEC 80079-34:2018;
- BS EN IEC 60079-0:2018 and BS EN 60079-1:2014 (IMES);
- ISO / IEC 17020:2012 (IMES).

As part of the Group's strategic direction to integrate and standardise systems and operations for an enhanced tailored package offering to customers across multiple disciplines worldwide, The Seanamic Group are dedicated to:

- Complying with all applicable legislation, standards and contractual requirements, as well as internal policies and procedures;
- Establishing effective HSEQ objectives and KPI's, set by HSEQ / Senior Management and ultimately approved by the Group CEO, which are appropriate to the Management Systems, environmental aspects and Company operations in place. HSEQ are responsible for monitoring, reviewing and reporting progress in these areas, at least quarterly, with support from Senior Management;
- Continually improving the performance and efficacy of the Management Systems and operations, in accordance with legislation, standards, objectives and KPI's;
- Promoting a zero-harm working environment for the prevention of injury and ill health for all personnel through the safe provision and maintenance of: equipment, plant, systems of work, training and competencies;
- Ensuring all potential hazards that personnel could be exposed to are assessed and the associated risks are controlled as low as reasonably practicable;
- Empowering personal responsibility for safety, so all personnel understand their right to "stop the job" and are accountable for their own and each other's health and safety, the protection of the environment and the effective delivery of quality;

- Enhancing safety performance through an understanding of the effects of Company activities on behaviour, attitude and abilities and the application of that knowledge throughout the Group;
- Protecting the environment by preventing / minimising pollution, promoting sustainability, conserving natural resources and continuously aiming to reduce any negative impact on the environment produced from Company activities;
- Reducing, reusing and recycling wherever practicable and implementing suitable environmental options and controls when planning and developing all new and existing operations;
- Avoiding, wherever practical, the use of environmentally damaging substances and reducing utility usage;
- Working closely with customers to build valuable relationships and deliver quality assurance through rigorous quality control and conformity to requirements, for the exceptional provision of services and customer satisfaction;
- Sustaining a robust means of identifying and communicating customer needs and requirements as a fundamental requirement for delivering quality service;
- Providing a multi-skilled, trained and experienced workforce;
- Consulting employees on a regular basis and encouraging participation in the development, planning, implementation, performance evaluation and actions for improvement of the Management Systems;
- Ensuring all inspection / Company activities are undertaken with due regard to impartiality and confidentiality;
- Ensuring products conform with the associated standards, such as Ex Certificates and technical documentation;
- Ensuring adequate resources are made available to achieve compliance with all of the above and investing in the development of people.

All elements of The Seanamic Group's Management Systems and operations are maintained and reviewed regularly to ensure continuing relevance and suitability for each Company. All documents and data are recorded and archived in line with legislation, standards and internal processes.

This policy is approved by Senior Management and is agreed and communicated to all personnel working on behalf of The Seanamic Group, to ensure everyone understands their own obligations and are fully conversant with Company intentions and commitments. Ultimate responsibility for the safe and effective implementation of Management Systems lies with the Group CEO. To ensure continued accuracy, this policy shall be reviewed annually, or if any significant changes within the organisation occur.

This policy, along with each Company certification, additional registrations and memberships are available to the public and all interested parties upon request and can be accessed via the website: www.seanamic.com.

Signed: .....

Name: David Hutchinson

Position: Group CEO

Date: 16th September 2019