

First Subsea recognises our duties under Health and Safety at Work etc. Act 1974 and the accompanying protective legislation. We will endeavour to meet the requirements of this legislation so as to ensure that we maintain a safe and healthy working environment. Our managers and supervisory staff are informed of their responsibilities to ensure that they take all reasonable precautions, to ensure the safety, health and welfare of those that are likely to be affected by our undertaking.

The aims of First Subsea are to attain, maintain and improve excellent levels of health and safety compliance as far as is reasonably practicable with a duty to ensure the following:

- to provide adequate resources to maintain a safe place to work, safe systems of work, safe equipment and a healthy and safe working environment
- to ensure that hazards are identified and regular assessments of risks are undertaken
- to provide information, instruction, training and supervision as is necessary to ensure employees and others are assured of safe and healthy working
- to consult with our employees on matters affecting their health and safety
- to promote the awareness of health and safety and encourage health and safety best practice throughout the First Subsea organisation
- to ensure we are taking the appropriate protective and preventative measures
- to ensure that we have access to competent advice and are able to secure compliance with our statutory duties
- to review and revise this policy as necessary at regular intervals
- in accordance with international standard; **OHSAS 18001:2007**, First Subsea will regularly review the occupational health and safety management system with a plan to continually improve our working methods and performance

In order that we can achieve our objectives, and ensure our employees recognise their duties under health and safety legislation whilst at work, we must ensure that we inform them of their duty to take reasonable care of themselves and others that may be affected by their activities. We must ensure our employees are informed of their obligations to ensure that they co-operate with management and adhere to the associated First Subsea policies and instructions as provided within the **Employee Health, Safety and Environmental Policy Handbook (HSH)**.

This policy is endorsed within First Subsea at the highest level.

A handwritten signature in blue ink, appearing to read 'John Shaw'.

Managing Director
John Shaw

28th October 2015 Rev H