

HEALTH & SAFETY POLICY STATEMENT

POLICY STATEMENT

First Subsea [FS] is committed to providing a safe & healthy work environment. It is the responsibility of directors, management and all employees to work together to provide and maintain a safe and healthy workplace.

Our Goals are:

- Continuously reduce risk and prevent incidents through proactive safety leadership.
- Full compliance with health, safety, and environmental legislation.
- Best standards of housekeeping – “A place for everything, and everything in its place.”
- Workforce involvement at every level to ensure continuous improvement.
- Development of a strong and proactive safety culture throughout the company

Each department is required to maintain management systems and continuous improvement plans to implement our safety principles and achieve compliance with our FS high risk management standards, targets and applicable regulations.

All employees are expected to demonstrate leadership and continuously monitor & question standards. Policies & procedures will be developed and implemented to achieve continuous improvement in H&S performance and legislative compliance.

Specific Management responsibility requirements:

- **All** H&S, fire and business continuity risks are identified, properly assessed & managed
- Employees are consulted on H&S issues
- Everyone is appropriately trained
- All accidents, near misses and dangerous occurrences are thoroughly investigated, and
- Regular objective setting, monitoring and reviews of performance take place.

Every Employee is responsible for:

- Observing the safety rules and practices that apply to their jobs
- Taking all reasonable care to protect themselves and others
- Observing and questioning working conditions to facilitate improvement
- Immediately reporting all accidents, injuries and unsafe practices or conditions
- Recognising and complying with our Safety Principles:

OUR SAFETY PRINCIPLES

1. All accidents are preventable. Injury statistics are a measure of suffering and unnecessary cost.
2. If a job cannot be done safely it should not be done.
3. Hazards are manageable by elimination, safeguarding, training and agreed safe systems of work.
4. All employees are accountable for identifying and managing hazards in their areas of responsibility.
5. Employees will receive adequate training to allow them to work safely.
6. Workplaces will be regularly audited for hazards and unsafe working practices.
7. Everyone must work safely and report hazards and unsafe practices. Wilful violation of safety rules and practices will lead to disciplinary.

Safety Competency

FS will maintain the appointment of a competent persons to co-ordinate resources, provide guidance, who will routinely report performance to the Snr Management Team.



Jonny Barnett
Managing Director