



HEALTH SAFETY AND ENVIRONMENT POLICY

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Cladtek vision is to ensure that our business operates with the highest regard for safety and the environment, and that this is clearly evident in all we say and all we do, and at all times.

Cladtek HSE policy is based on the premise that we will not compromise when it comes to ensuring each and every one of our employees, and each and every other person attending our facilities finishes each day as safe, and healthy as when they started.

In order to achieve our vision, we will:

1. Commit and proactive on prevention of all the accidents/incidents that resulting injury to people and ill health;
2. Commit and proactive on prevention of all pollutions to the environment;
3. Lead HSE from the top of our organisation, and ensure that each and every person at **Cladtek** is individually accountable for HSE;
4. Ensure our people are given the right tools, equipment, PPE, information, methods, and systems for the job at hand, and to assure a safe working environment;
5. Provide training on safety and safe work methods and ensure our people understand and are fully aware of safety requirements, hazards and risks;
6. Encourage and empower all personnel to speak up about HSE, to raise awareness of hazards, and to stop all and any unsafe work practices;
7. Comply with all laws and regulations, and develop procedures and processes that reflect best industry practice appropriate to our business;
8. Implement processes for continuing review and improvement of our procedures, practices and work methods, to take account of feedback and lessons learned within our business, and across the wider oil and gas industry;
9. Set HSE related goals and targets, and measure our HSE performance using appropriate KPI's. We will share this information with our employees, and be open and transparent in investigating incidents and improvements;
10. Never treat HSE as a burden, but rather ensure that HSE is understood by everyone at **Cladtek** to be just part of the way we do business;
11. Act responsibly towards the environment and be careful to manage the impact our business has on the world around us.

Cladtek undertakes to review and update this policy on a period basis. **Cladtek** also undertakes to ensure that our employees are made aware of this policy, and to provide training on, and in support of this policy.

General Manager