



HEALTH, SAFETY, SECURITY, ENVIRONMENT AND QUALITY POLICY

Alistair Group is committed to managing the integrity of its operations and business activities in a responsible manner with due consideration to the health, safety, quality of service and security of our personnel, our other stakeholders and the environment in which we conduct our business. We strive to create a good working environment for our employees, contractors and for the communities in which we operate. We are committed to the HSSEQ goals of:

- **Avoiding harm to all personnel involved in, or affected by, our operations**
- **Preventing pollution and minimizing the impact of our operations on the environment**
- **Complying with all the applicable legal and regulatory requirements where we operate**
- **Achieving continuous improvement in our HSSEQ performance.**
- **Delivering a high quality of service that not only meets, but exceeds our customer's expectations.**

The responsibility for compliance with this policy lies with the Managing Director. It is also the responsibility of individuals to take ownership and responsibility for the quality of their own work. Alistair Group will implement this policy through the Management System and conduct periodic and project specific audits and reviews to verify compliance and promote improvements.

VALUES AND ETHICS

The Five Principles of Alistair Group

- **Safety**
- **Customer Focus**
- **Continual Improvement**
- **Humility**
- **Honesty**

To meet these commitments Alistair Group will:

- Develop and maintain our integrated management systems to identify, manage, document and monitor HSSEQ risks and ensure compliance with host country regulations and applicable standards
- Set clear, measurable objectives and targets which promote a proactive HSSEQ culture throughout the organization and continual improvement in HSSEQ performance
- Ensure that the requirements of our HSSEQ Policy and accountabilities for implementation under our HSSEQ management systems are communicated, understood and followed
- Enhance HSSEQ visibility and awareness and provide appropriate training to staff to ensure HSSEQ competence is maintained and where appropriate developed
- Engage with our suppliers and contractors to ensure that they understand our HSSEQ expectations and maintain appropriate HSSEQ standards
- Include HSSEQ performance objectives in employee and contractor evaluations, rewards and recognition
- Ensure HSSEQ risks are identified, evaluated, recorded and mitigated through the design and operation of facilities and the planning and implementation of activities
- Maintain a safe place and systems of work, free from recognized hazards that are likely to cause injury, illness or damage to the environment
- Maintain asset integrity through design and engineering and application of appropriate maintenance, inspection and operations procedures
- Ensure any risks introduced through changes to facilities, equipment, procedures or organization are assessed and managed
- Maintain emergency response procedures and resources in place and regularly test to reduce the impact of any incident or emergency situation
- Monitor, measure, assess, correct and report on HSSEQ performance on a regular basis
- Promote a culture where all employees are empowered to STOP unsafe acts and incidents and near misses are openly reported and investigated, take corrective actions and verify the effectiveness of those actions
- Periodically audit compliance and review the suitability and effectiveness of this policy, our management systems, targets and objectives



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