



HEALTH & SAFETY POLICY

Our Health & Safety values are to:

- Foster a safe working culture that is seamlessly integrated within our day to day activities
- Add value to our clients and stakeholders by maximizing 'Dive Works' ability to achieve positive outcomes with regards to Health & Safety objectives
- Maintain a high level of awareness and a shared responsibility at every level of the organisation
- Use fully integrated, core 'Safety' processes in all levels of decision making to effectively negate hazards and incidents

Our objectives, targets and performance metrics include commitment to:

- Senior management leading by example and encouraging open and honest communication and participation at all levels of the organisation
- Strive for zero incidents and total prevention of work related diseases.
- Set and monitor meaningful and measurable objectives and KPIs with the aim of continuous improvement of H&S performance
- Consultation with all DWS Interested Parties, including the communities in which we operate
- Ensuring all members of our team fulfil their duty of care and responsibilities to others and related communities
- Remaining at the forefront of developments and innovative health & safety techniques
- Providing staff with the skills, instruction and supervision required to safely and successfully implement core processes by using targeted training
- Ensure all potential Hazards and Risks are systematically identified through regular analysis, inspection and assessment
- Thorough investigation of incidents and implementation of corrective actions to eliminate or reduce risks to ALARP (as low as reasonably practicable)
- Provide return to work systems and resources to ensure rehabilitation management
- Conduct regular monitoring and auditing of processes to ensure compliance with standards and legislation and strive for best practice
- Provide effective resolution of issues using consultation with stakeholders

A handwritten signature in blue ink, appearing to read 'Andrew Ford', is positioned above a dotted line.

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27-11-19

Andrew Ford

Managing Director
DiveWorks Subsea Solutions