

## HSE POLICY & GOAL

Focus Subsea maintains a Health, Safety, Environment & Quality Management System (HSEQ-MS) as a vital part of its business. Its HSEQ-MS plays a critical role in controlling health and safety performance.

We are committed to a continual improvement process by incorporating health, safety and environment into all aspects of our activities. We will achieve this by:

- Implementing and maintaining a system that manages health and safety and environment at all levels of our business; and
- Establishing measurable objectives and targets and allocating responsibilities to these objectives and targets.

Our HSE goal is zero accidents, zero incidents and zero impact to the environment every day.

The daily objective of Focus Subsea's management is to ensure:

- safe work systems and practices are in place;
- all personnel are adequately trained and informed to maintain a safe, healthy and environmentally sustainable working environment; and
- services provided are of the highest quality.

The company's HSEQ-MS is designed and maintained to comply with relevant international and Australian Standards and appropriate Regulations and Acts. These include but are not limited to:

- ISO 9001-2015
- AS 4801-2001

This Policy and goal is distributed and displayed in our workplace and new employees are made aware of this Policy during the induction process.

This policy will be regularly reviewed considering legislation and / or organisational changes, with a planned review annually.



1/10/2019

*Frank Crighton*

*Chief Executive Officer*

## Revision History

Re v	Date	Comment	Author	Reviewed	Approved
0	01/07/13	Issued for Use	T. Griffiths	P. Levi	G. Cox
1	08/07/14	First Review – Format change	T. Griffiths	P. Levi	G. Cox
2	07/05/15	Update Managing Director	T. Griffiths	P. Levi	G. Taylor-Bullen
3	01/09/15	Update to new corporate style guide	L. Trinder	T. Griffiths	G. Taylor-Bullen
4	16/11/16	Updated ISO14001 to 14001:2015	D. Papagno	P. Levi	G. Taylor-Bullen
5	15/02/16	Updated ISO9001:2008 to 2015 and 14001 to 2015	D. Papagno	P. Levi	G. Taylor-Bullen
6	21/06/16	Quality removed – separate quality policy exists.	D. Papagno	A. Richardson	G. Taylor-Bullen
7	22/08/18	Updated	D. Papagno	A. Corcoran	G. Taylor-Bullen
8	13/05/19	Reviewed	D. Papagno	D. Gorringe	G. Taylor-Bullen
9	1/10/19	Reviewed – Change of management	D. Gorringe	D. Gorringe	F. Crighton