

QHSE POLICY STATEMENT

HMG's vision is to provide high quality services that meet, and where possible, exceed customer expectations, prevent incidents, eliminate injury and ill health, and prevent pollution due to our work. We achieve this through our core values for quality, health, safety and environment (QHSE) management.

At HMG, we have an unwavering commitment to quality, health, safety and environment (QHSE) and these are core values within HMG.

I – together with HMG's Board of Directors, senior and operational managers – have primary responsibility for delivering our QHSE core values and obligations as well as the goals and targets for the organisation.

Each person who works for HMG is responsible for meeting their obligations and compliance with our QHSE management system. Furthermore, those who provide goods and services to HMG must comply with their own legal obligations as well as our organisation's QHSE policies and requirements.

We achieve our goals and commit to effective QHSE management by:

- Having an effective integrated QHSE management system with continual improvement and corrective actions to provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Fulfilling our legal requirements and other necessary requirements, applicable statutory and regulatory requirements, codes of practice and industry standards.
- Continual improvement of company processes and complete customer satisfaction and ensuring resources and capabilities for QHSE across the organisation.
- Participation and consultation of all personnel and, where possible worker's representatives, to ensure complete awareness of the significance and importance of their work and how they contribute to achieving QHSE goals.
- Pursuing continual improvement of results through translation of the requirements of ISO 9001:2015, API Q1 9th Edition, ISO 45001:2018 and ISO 14001:2015 and putting operating procedures into practice.
- Establishing measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness and the prevention of pollution.
- Improving customer satisfaction with periodic checks, questionnaires and the analysis of complaints received in order to translate the results obtained into goals for improving various processes.
- Applying our QHSE skills in the design and engineering of our services and using the hierarchy of controls to eliminate or minimise hazards and reduce HSE risks and provide maximum efficiency.
- Keeping the quality of products and services and environmental, health and safety parameters under control through systematic monitoring and measuring.
- Promoting education and training to all relevant personnel levels in the organisation.
- Reviewing and possibly updating this Policy annually during the Management Review.

We never allow operational profit to take precedence over QHSE. If there is ever a conflict, we all have a responsibility to choose QHSE first. Together with management at all levels, I will always support that choice.

To demonstrate our commitment to QHSE, this policy will be visibly displayed in HMG's places of work and communicated to our employees, customers, contractors, suppliers and other appropriate outside parties. This policy will be reviewed periodically to ensure it remains relevant, appropriate and aligned with HMG's core values and business goals.

Signed:



Lincoln Gibbons, Chief Executive Officer

Date: 30 June 2021