

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.

The long-term business success of HMG relies on:

- Meeting our compliance obligations, applicable statutory and regulatory requirements, codes of practice and industry standards
- Continuous improvement of company processes and complete customer satisfaction
- Full involvement of all personnel to ensure complete awareness of the significance and importance of their work and how they contribute to achieving quality goals, environmental protection, health and safety of workers.

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 commitment to effective QHSE management by:

- Having an effective integrated QHSE management system with continuous improvement and corrective actions where required.
- Ensuring resources and capabilities for QHSE across the organisation.
- Pursuing continuous improvement of results through translation of the requirements of ISO 9001:2015, API Q1 9th Edition, API Q2 1st Edition, AS/NZ 4801:2001, OHSAS 18001:2007 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 to eliminate or minimise hazards and 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:

A handwritten signature in blue ink, appearing to read 'Lincoln Gibbons', is written over a faint blue line.

Lincoln Gibbons, Chief Executive Officer

Date: 23 May 2018