

Codex Integrity Limited is a leading multi-discipline integrity and technical service provider to the energy, process and marine industries. This is accomplished by utilising the best people coupled with safe working practices within a culture that promotes zero harm.

The company directors and senior management recognise that our employees are our main asset and we have a duty of care to ensure that they, and any other persons or the environment, are not harmed by our activities. In doing so, we recognise that there are legal and other requirements that need to be met and we are committed to fulfilling all of the business's compliance obligations.

We are also committed to the continual improvement of the environmental management system to enable the business to enhance its environmental performance and to ensure the highest standards of HSE management. To achieve this, we are committed to the following actions:

- All persons are empowered to 'Stop the Job' if there are any HSE concerns;
- Utilise a thorough safety management system that recognises all accidents and incidents are preventable;
- Regularly assess the environmental impact of our business operations and review these against our environmental objectives;
- Follow formal processes to identify, assess, prevent, control, monitor and record all health, safety and environmental hazards and associated risks;
- Conduct our activities in a manner that reduces risk to as low as reasonably practicable, in order to prevent harm or injury to employees and those who may be affected by our activities, including the environment;
- Ensure that all our employees actively engage in safe working practices and that we reward excellence through positive recognition schemes;
- Ensure all employees and contractors are competent and suitably supervised for the activities in which they are involved. All employees understand and comply with their roles and responsibilities;
- Conduct monitoring and reporting in accordance with all relevant statutory and regulatory requirements, company policy and appropriate international standards;
- Provide regular communication and visibility of health, safety and environmental performance for all employees and other affected or interested parties.

The management require that all persons engaged in activities for Codex Integrity Limited will comply with the company's stated policy and procedures. Any persons found to be in breach of policy or procedure will be formally counselled and potentially subject to disciplinary procedure.

Mr. A. Mallon



Managing Director (on behalf of the Company's Board of Directors)