

HEALTH SAFETY & ENVIRONMENT MANAGEMENT POLICY

Spencer Ogden supplies recruitment services and have successfully sourced, mobilised and looked after the welfare over 25,000 workers in more than 80 countries. With offices strategically placed across Asia Pacific, the Americas and EMEA, Spencer Ogden is truly the recruitment services company of choice to the energy, engineering and infrastructure sectors. In all its locations and through all its operations Spencer Ogden are committed to protecting the health, safety and environment (HSE) of our people and our customers.

Spencer Ogden has a clear commitment to no accidents, no harm to people and no damage to the environment. In line with these goals Spencer Ogden regards the protection of the natural environment together with the health, safety and security (HSSE) of its staff and the communities in which it operates as an integral part of its business.

Owing to the fact that we are not on our Client's sites / facilities to monitor our workers and because our workers work under our Client's supervision, direction and control, it is of paramount importance that both our Clients and workers ensure that the Clients HSE and Security standards are fully communicated, understood and fully complied with, as they will supersede the provisions of this policy.

THROUGH OUR APPROACH TO HSE MANAGEMENT WE STAND TRUE TO OUR CORPORATE VALUES, WHICH ARE:

PEOPLE: We value our clients, candidates and colleagues.

ACCOUNTABLE: We do what we say we will do.

COLLABORATIVE: We support each other to achieve our common business goals.

EXCELLENCE: We deliver superior results and exceed expectations.

Two overriding principles provide the foundation of our approach to HSE, they are:

- 1. NOTHING WE DO IS SO IMPORTANT THAT WE CANNOT TAKE THE TIME TO DO IT SAFELY**
- 2. EVERYONE HAS THE RIGHT TO SAFELY HALT WORK AT ANY TIME IF THEY FEEL HEALTH AND SAFETY IS BEING COMPROMISED.**

SPENCER OGDEN FULLY COMMITS TO:

- Demonstrating Excellent Leadership in Health, Safety, Security and Environmental protection and pursue business with integrity
- Safeguarding our employees, customers, communities and the environment
- Meet all applicable HSSE legal and other requirements related to our activities and services including but not limited to, Health and Safety at Work etc. Act 1974, Occupational Safety and Health Act Occupational Safety and Health Act of 1970 and other applicable OSHA standards and regulations.
- Set annual HSSE objectives and targets and openly report performance
- Ensure that employees and contractors personnel are familiar with their respective HSSE management systems, and are competent and trained to carry out their work safely and with due regard for the environment
- Prevent pollution, maintain emergency response plans and resources and manage emergency situations as appropriate
- Improve HSSE performance continually through sharing of best practices and implementation of lessons learned.
- Ensure that changes are appropriately communicated to the workforce of staff and consultants.

Bradley Lewington

Chief Executive



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OGDEN**