

# HEALTH & SAFETY POLICY

Zetechtics shall take practical measures to ensure the health and safety of all of its employees, visitors and others working on behalf of the company.

Our health and safety policy is central to help us prevent work related injury and ill health to workers and to provide safe and healthy workplaces in our design, production, support and training processes.

Our products will be continuously developed to improve the health and safety of all staff, users and service personnel. Good health and safety is integral to good management and we aim to ensure that it continues as part of the culture of Zetechtics.

Zetechtics are market leaders in Subsea Control Systems for Remote Operated Vehicle Tooling Intervention. As a responsible organisation, we make the following commitments:

- Provide and maintain healthy working conditions for the prevention of work related injury and ill health
- Comply with applicable health and safety legislation and other requirements
- Eliminate hazards and reduce occupational health and safety risks
- Continually improve our occupational health and safety management system in order to improve and health and safety performance
- Set realistic and achievable health and safety objectives
- Consult with our employees on matters affecting their health & safety, providing instruction, information and supervision for employees, where needed.
- Communicate the policy to all interested parties
- Ensure employees are competent to do their tasks and give them adequate training.
- Provide safe and well maintained plant, equipment and resources to allow employees to carry out their work effectively.

**Staff have a duty to co-operate and participate fully in the operation of this policy by:**

- Working safely and efficiently, complying with any instruction, information and training in accordance with company procedures and statutory regulations
- Taking proper care of workplace and personal protective equipment provided
- Immediately reporting incidents and any accidents that have, or could have led to injury or damage and assisting with their investigation with the aim of introducing measures to prevent recurrence.
- Immediately reporting any unsafe conditions, activities and shortcomings in health & safety arrangements, to allow Zetechtics to take remedial action if needed.
- Being able to stop any unsafe acts or work processes if there is reasonable risk that any individuals are at risk.

It is recognised that we also have a duty of care to non employees, members of the public, tenants, contractors, visitors and other parties, who may be affected by Zetechtics' activities.

This policy and the way it is operated will be reviewed on a regular basis to ensure that it remains current and applicable to all our activities and any legal requirements.

Whilst every employee has some responsibility for Health and safety, I, as Managing Director, accept full responsibility for the health and safety of each and every person who may be affected by the work undertaken by Zetechtics Ltd.

