

The management of DUC Marine Group, strives to ensure that being trustworthy for our clients, being responsible for the safety and health of our employees and prevention of harm to the environment come together with the profit principle. The DUC Marine Group "SHE-Q Policy" is in place to encourage a culture among its employees and sub-contractors, that recognizes that for success of the company, a safe, effective and efficient project execution is essential. As a contribution to this success DUC Diving, as part of DUC Marine Group, meets the requirements of and is certified by Bureau Veritas for ISO 9001, ISO 14001 and SSC**. All our practices are compliant with the relevant regulations, relevant local regulations will be dealt with on a project-by-project basis.

In addition, DUC Marine Group requires from her employees to be competent and fit for performing their tasks, actions or functions, successfully. DUC Marine Group believes that it is her moral and lawful duty to ensure, within her capabilities, health and safety of all her employees at work, those who may be affected by her operations and prevention of any harm to the environment. Keeping that in mind, we strive to:

- maintains an optimum result, in order to ensure the continuity of our operations;
- develop operations and business in both existing and new markets, expanding our customer base without compromising SHE-Q;
- providing our clients with a high-quality service level, solutions and products to achieve their objectives;
- safe and healthy working conditions and safe systems* of work;
- an adequate identification and control of the risks associated with work activities;
- assess the training and development needs of employees at all levels and meet those needs in order to maintain the stimulation of safety and efficiency;
- ensure that the SHE-Q Policy is communicated and understood at all levels;
- provide the right tools and equipment to the work;
- safe methods of handling and storing of equipment, materials and substances;
- continuous improvement of the SHE-Q Policy through a yearly management review and revision and update or as legislative amendments necessitate.

Our company also has a policy:

- to attempt to, temporary or permanently, find alternative work for employees that has suffered from an accident;
- when allocating functions, tasks and work, to consider not only the competencies of our employees but also the age and the physical condition;
- to prevent and reduce as much as reasonably possible air, water and soil pollution, noise or other effects on the environment as well as the abuse of resources;
- to minimize as much as reasonably possible the effects of company operations on the environment, particularly to prevent and limit emissions and waste streams, and to optimize efficiency of raw materials and energy;
- to adequately inform employees and stakeholders, about the degree of environmental impact and the achieved improvements.
- to invite employees to participate in the success of the company and improvement of work methods

The CEO is responsible that the policy is well understood, implemented and complied with by all staff.

Henk Kapitein
CEO DUC Marine Group



Place & date: *URK*

27-03-2019