



## HSEQ POLICY STATEMENT

As a company we at Aubin Group pride ourselves on our reputation for acting professionally and ethically wherever we do business. Our reputation is, and will always be, built on our commitment to achieving HSEQ excellence when providing our high standard of customer service.

The principles and expectations of management described within this policy apply to all staff and contractors working on behalf of the Aubin Group.

The Aubin management system is designed to cover all of the activities associated with the design, development, blending and supply of chemical solutions for the global oil and gas and related industries, and in support of our subsidiary company in the DMCC. These processes are undertaken from our office, laboratory and warehousing site in Aberdeenshire. This system takes into account legislation and applicable regulations in place at the time along with contractual commitments and the requirements of identified interest parties, whether internal or external to the organisation.

### HSEQ Guiding Principles

- We collaborate to identify, assess and control the risks to our employees, our contractors, our communities and the environment in which we operate.
- We deliver our HSEQ responsibilities and ensure that all persons employed are trained, equipped and adequately supervised for achieving our goal of zero injury, illness or incidents.
- We apply a risk identification process and the hierarchy of controls to minimise the environmental impact from the activities associated with our business operations.
- We support our customers and suppliers through consultation and the sustainable development of our solutions, products and services.

### To support implementation of this policy, Aubin Group commits to:

- Holding leaders accountable for the delivery of HSEQ performance and for necessary time, resource and training to achieve the goal of continual improvement.
- Expecting all in the business to understand their HSEQ responsibilities and personal accountabilities in respect to themselves and others by visibly demonstrating their commitment to achieving continual improvement and the goal of zero incidents
- Complying with all relevant HSE legislation in the countries in which we operate and other requirements including International Standards ISO 9001, ISO 14001 and OHSAS 18001;
- Developing and maintaining an Integrated Management System, processes and procedures that ensure consistent implementation of this HSEQ policy globally;
- Gaining assurance that our HSEQ policy is effective and delivering the needs of the business through regular audit and review of the Integrated Management System and company performance;
- Promoting effective communication, consultation and awareness of HSEQ and business performance with employees, contractors and stakeholders;

This policy is also available to any interested parties upon request and via the company website [www.aubingroup.com](http://www.aubingroup.com)

Signed:   
Name: Patrick Collins  
Position: Chief Executive Officer  
Date: 25<sup>th</sup> Apr 2018