

Kuiper is committed to:

- Providing a safe, healthy and environmentally friendly working environment for all employees.
- Producing services and products that meet or exceed our customer's expectations.
- Safeguarding the employees against workplace incidents and ill health.
- Protecting the environment, including prevention of pollution.
- Maintaining an effective HSEQ program at all times.

This commitment extends to ensuring that the organisation's operations do not place the local community at risk of injury, illness, environmental impact or property damage.

To achieve the HSEQ objectives, Kuiper will:

- Plan and develop documented procedures for all its business processes as per the requirements of the ISO 9001:2015, ISO 45001:2018, ISO 14001:2015 and MLC 2006 standards; and by ensuring that these are understood by all its employees and effectively implemented at all levels of the Company.
- Ensure identification of workplace hazards as well as environmental aspects and impacts relating to all activities and implementation of appropriate control measures to minimise the risks as well as the environmental impacts.
- Ensure a commitment from Management to the protection of the environment, including prevention of pollution, and other specified requirements as set out within this Policy.
- Ensure compliance with legal and other requirements as well as current industry standards applicable at our employees' working locations worldwide.
- Provide HSEQ information, instruction, training and supervision to employees, contractors and customers to ensure their safety.
- Provide the resources necessary for the successful execution of the Company's processes and for achieving customer satisfaction.
- Ensure prevention of employee injury and ill health as well as environmental impact along with continual improvement in HSEQ management and HSEQ performance by ensuring that our employees are aware of their HSEQ obligations to themselves and their fellow workers.
- Strive for continual improvement by carrying out periodic verification of the effectiveness of the Company's processes in meeting customer requirements.
- Ensure continual improvement to the HSEQ Management System and its performance.
- Ensure provision of fair and equal opportunity employment without levying charges, for the recruitment and placement services, to the employees account; and by not using any means, mechanisms, or lists intended to prevent or deter potential recruits from gaining employment for which they are qualified.
- Protect its employees' right of privacy with respect to the confidentiality of personal and medical information maintained by the Company.
- Periodically review the Company's HSEQ performance in achieving its objectives.

No one may be relieved of his or her responsibility for HSEQ.

This Policy is applicable to Kuiper in all its operations and functions including those situations where employees are required to work off site.

The Policy, together with the supporting arrangements will be reviewed on a regular basis to take account of possible changes in the working environment.

Mark Somic
Chief Executive Officer
Date: 19 Feb 2020