

# HSSE Policy

DORIS Engineering is committed to ensure that Health, Safety, Security & Environment (HSSE) requirements are continuously promoted & implemented in the company and form an integral part of DORIS' culture.

The main HSSE objectives promoted by DORIS are:

1. The identification, mitigation and prevention of any health, safety or security risks for all human resources involved in DORIS' activities,
2. The preservation of the environment in DORIS' engineering and operation activities,
3. The development of an effective awareness on HSSE matters in DORIS thanks to communication, continuous dialog and feedback from the company's resources,
4. The implementation of a fit for purpose training programme for DORIS' resources involved in HSSE engineering or performing onshore or offshore operation assistance activities,
5. The communication with clients in order to meet their expectations on HSSE matters.



In order to meet the objectives of this policy, DORIS Engineering has developed and is continuously upgrading its HSSE Management System, in conformity with OHSAS 18001 & ISO 14001, such that:

- The occupational health, safety and environmental management objectives are achieved and adapted whenever required to comply with new legal requirements or to suit new field of activities,
- The health, safety and security of all resources working for DORIS is guaranteed, with a view to protect them, make them aware of any threat and continuously improve their working conditions,
- Safety & environmental requirements are implemented from the start in all design and engineering performed by DORIS, in order to meet the client's HSSE expectations and design installations that are safe for the personnel and the environment to build, install, operate, maintain & decommission.

The HSSE Manager is appointed by the Chairman & Chief Executive Officer to develop, maintain, control and disseminate DORIS' HSSE Management System.

Each Project Manager is responsible for its correct implementation by the Project team, throughout the performance of the work. In turn, all employees are responsible to implement HSSE requirements within their own work and to make every effort in order to prevent injury and risks to themselves and to others.

All conditions considered to have an adverse effect on quality of health, safety, security or environment shall be reported in DORIS' HSSE system, analysed and corrected systematically.

Paris, December 16<sup>th</sup>, 2015

**Nicolas PARSLOE**  
Chairman & Chief Executive Officer

**DORIS Engineering**