

# COP-001: QUALITY, HEALTH & SAFETY AND ENVIRONMENTAL POLICY

## 1. FOREWORD

AnTech operates across two business divisions. Firstly, the design, manufacture and servicing of mechanical and electrical equipment for the upstream oil and gas industry. This is for use in both hazardous and non-hazardous areas. Secondly, the provision and operation of Bottom Hole Assemblies and Project Management Services, specifically tailored for individual Coiled Tubing Drilling campaigns.

The success of the Company shall be determined by its ability to continually improve on systems implemented to protect and maintain the quality of the products and services delivered to its clients and customers.

AnTech recognises and accepts its responsibility as an employer for providing a safe and healthy workplace and working environment for all its employees under the provisions of the Health and Safety at Work Act 1974.

As such, the Company operates in accordance with the policies outlined below, which are appropriate to the nature and scale of the company's purpose, risks and environmental impacts. These indicate to clients, customers and to those operating within the scope of AnTech's IMS, how the Company intends to control the impacts of the business in regards to Quality, Health, Safety, and the Environment.

## 2. QUALITY POLICY

Quality at AnTech is regarded as the overall ability of our services, products, or processes in satisfying the requirements of our clients and customers whilst complying with appropriate standards and / or legislation.

AnTech manufactures equipment intended for use in potentially explosive atmospheres. To ensure the continuity of products and services to the required standards, the Company has developed, documented and implemented the Integrated Management System.

Quality at AnTech is to:

- Meet or exceed our client's and customer's requirements by providing products and services that are safe, reliable, and fit for purpose
- Comply with all applicable statutory and regulatory requirements, conforming to the provisions of BS EN ISO 9001, as well as relevant IEC Standards
- Continually improve our products, processes, and systems, identifying and mitigating any risks that could affect product & service conformity or customer satisfaction
- Implement the Integrated Management System in controlled documented procedures, clearly establishing and communicating all employee obligations
- Strive for zero defects, no waste, and cost-effective products and services
- Promote open communication channels with stakeholders, ensuring a thorough understanding of our policies, standards, programs, and performance
- Evaluate and improve the effectiveness of the Integrated Management System via performance objectives, internal audits, and customer feedback

### 3. HEALTH AND SAFETY POLICY

AnTech is committed to providing a safe and healthy work environment for all employees by taking all necessary actions to prevent ill health and injuries. To achieve this, the following shall be implemented, documented and maintained:

- The development of an appropriate system to manage and control health and safety and prevent injuries and instances of ill health.
- A commitment to continuously evolve and improve H&S management and performance through the review of objectives by constant monitoring, measurement and feedback from audits, staff, contractors and other interested parties
- Adherence to all relevant statutory and legislative requirements and to operate within the guidelines of BS EN ISO 45001
- Provision of plant, equipment and systems of work that have been risk assessed to identify hazards and implement controls to reduce risk to levels as low as reasonably achievable.
- Development of the IMS, including risk assessments and procedures for the safe use, handling, storage and transportation of machinery, tools, articles and substances
- Consultation with staff and all affected parties to share sufficient information, instructions, inductions, training and supervision to enable all employees and personnel to avoid hazards and contribute positively to their health and safety
- Discussion with employees on Health and Safety matters, reminding them of their own duties under Section 7 of the Health and Safety at Work Act to take care for their own safety and that of other workers and to co-operate with AnTech so as to enable it to carry out its own responsibilities successfully

## 4. ENVIRONMENTAL POLICY

AnTech is determined to minimise the direct impact made on the environment as a result of its operations both in the Products and Services Departments. This is done in line with BS EN ISO 14001, legislative requirements, economic policies, and an increased focus on sustainable development. To achieve this AnTech shall:

- Minimise the wastage of materials and, where this is not possible, promote recycling
- Commit to the prevention of pollution and the continual improvement and reduction of emissions
- Encourage the designing and manufacturing of products using recyclable materials where appropriate
- Reduce the use of non-renewable energy (i.e., gas, electricity etc.) where possible and monitor and carefully control the output of heating and air-conditioning systems
- Comply with all applicable statutory and regulatory requirements relating to the environment and shall operate within the constraints of BS EN ISO 14001
- Store and dispose of dangerous or toxic substances in a responsible manner in accordance with current legislation
- Respond adequately and in a timely manner to the uncontrolled release of any substances that may adversely affect the environment to prevent any pollution
- Outline and review the Company's environmental aspects and impacts to set and maintain targets and objectives for continual improvement
- Train and encourage employees to be aware of all environmental aspects and their obligations to reduce any impacts
- Communicate to and train all employees on their obligations within the Integrated Management System and Company Policies

## 5. RESPONSIBILITIES AND REQUIREMENTS

### All employees

- Shall familiarise themselves with their obligations under the above policies
- Assist the Company in complying with statutory regulations by performing their duties in accordance with relevant procedures and rules as stipulated within the Integrated Management System
- Shall report any dangerous occurrences or incidents, of which they become aware, to their Supervisor or a member of Senior Management

### Senior Management

- Ensure the IMS is relevant and effective, and that appropriate training is provided to all employees to effectively conduct their duties
- Ensure audits are conducted to verify conformance to policies, procedures, standards, and legislative requirements

## 6. REVIEW AND COMMUNICATION

- This Policy shall be reviewed, updated and maintained annually or as required following incidents, changes in procedures or processes as per the IMS requirements to ensure ongoing effectiveness and appropriateness
- This Policy shall be communicated to all staff who shall be made aware of their obligations and trained sufficiently to perform their duties.
- This Policy shall be made available to all interested parties to whom it concerns.