

# SAFETY, HEALTH & ENVIRONMENTAL (SHE) POLICY



The Management of Electrical Oil Services Ltd is committed to a proactive Safety, Health and Environmental (SHE) policy and regards SHE matters as an integral part of its business activities giving them equal priority to other business considerations.

The Managing Director holds the Ultimate responsibility for SHE affairs within EOS LTD.

Our objective is to ensure the health, safety and welfare of all employees by preventing or adequately controlling SHE risks, providing all of our employees with a safe and healthy workplace and achieving high standards of environmental performance for all aspects of our business.

Our minimum standard is compliance with all relevant regulatory requirements and our goal is to improve progressively the SHE aspects of our business through

- The implementation of a process of assessment and continuous improvement of the company's services, products, packaging, raw materials and SHE performance to ensure
  - Minimization of SHE impact
  - Prevention of pollution
  - Safety and health of our employees, customers and the public
- Communication of all SHE objectives set in pursuance of this policy to all employees
- The compilation of SHE plans and monitoring the company's SHE performance against criteria set in the plans.
- The provision and maintenance of an SHE management system to ensure the continuing SHE needs of the company are met, setting out the organisation and arrangements used
- Provision of training to our employees and, where appropriate to contractors, to ensure that they carryout their tasks with due regard for the SHE needs of their work.
- Encouraging, developing and supporting SHE initiatives and partnerships, which provide a positive benefit to SHE issues affecting our business and the business of our partners
- Employees being made aware of their individual responsibilities for ensuring their own health, the safety of others in the workplace and for acting in accordance with this SHE policy. Employees do not undertake tasks they reasonably consider to be unsafe.
- Use appropriate production techniques and waste management practices to protect the environment, public and our employees
- All capital and strategic investments and all product developments will be judged with due regard to SHE criteria.

To demonstrate its commitment to SHE, Electrical Oil Services Ltd has adopted management standards ISO 14001:2004 and BS OHSAS 18001:2007.

The Managing Director will review the SHE management system and the SHE Policy periodically.

Tom Larney, Managing Director  
Date: January 2016