

**The Port Services Group Policy on health, safety, environment and quality will:**

- ◆ Have a systematic approach to HSEQ management ensuring compliance requirements and to achieve continuous performance improvement.
- ◆ Set targets for improvement, measurement, appraisal and reporting of performance.
- ◆ Require their contractors to manage HSEQ in line with this policy.
- ◆ Include HSEQ performance in the appraisal of all staff.
- ◆ Effectively communicate the HSEQ Policy to all employees and Company contractors.
- ◆ Comply with the requirements of ISO 9001, 14001 & OHSAS 18001
- ◆ Be reviewed annually.

**The Port Services Group commitment to health, safety, quality and environment includes:**

- ◆ Pursuing a goal of no harm to people.
- ◆ Promoting a culture in which all employees share the commitment of this Policy.
- ◆ Protecting the environment, using, where practicable materials and energy efficiently for service provision.
- ◆ Commitment to deliver a quality service to all its customers.
- ◆ Continually improve its health, safety, environmental and quality systems.
- ◆ Regularly reporting on our performance.
- ◆ Promoting industry best practice in all of our activities.
- ◆ Managing all HSEQ matters as any other critical business activity.
- ◆ Comply with all current applicable HSEQ legislation, standards and guidelines.

**All Company employees and their contractors, regardless of rank or position have the right and responsibility to halt an activity if they believe it is unsafe or fails to meet our required health, safety, environmental and quality standards.**

Signed

  
Steve Clark

Date 03 January 2012

Managing Director