

Q-HSE Statement**1. GENERAL**

GEMCO International supplies a wide range of products and worldwide services to the oil-, gas, petrochemical, and energy producing industries. GEMCO International's quality policy aims to realize these projects as efficiently and effectively as possible, in order to get and/or keep satisfied customers. Besides, attention is paid to a safe way of corporate social responsibility.

The aim is to meet the requirements agreed with the client and his obvious expectations at any moment. The Q-HSE system complies with the conditions drawn up in NEN-EN-ISO 9001-2008. All employees of GEMCO International are familiar with the Q-HSE policy by presenting the quality handbook to each individual. The complete handbook in hard copy is available with the Q-HSE Manager.

In the company's strategic plan, the Q-HSE policy has been translated into concrete targets to all employees. This plan is annually revised and targets are evaluated in the management review and during the year.

2. QUALITY POLICY

The quality policy of GEMCO International is focused on constant improvement of the customer appreciation of the services rendered.

This is accomplished by:

- Consulting with clients regarding the ordered maintenance workshop, laboratory and/or other services, in order to accomplish the most suitable offer;
- Accomplishing a high quality awareness with each employee;
- Motivating employees, by stimulating participation and involvement regarding project improvement;
- Working on a culture aimed at development, in which change and improvement go without saying;
- Optimizing company processes and risk management;
- Mapping and decreasing failure costs.

3. SAFETY AND HEALTH POLICY

The safety and health policy aims to comply with all legally valid regulations regarding safety and health. GEMCO International also believes that in principle all accidents can be prevented, and effective accident prevention is the responsibility of all GEMCO International's personnel. GEMCO International is committed to safe and healthy working environment for all employees and to ensure all products and services do not adversely affect the safety and health of others.

This is accomplished by:

- Examining the safety situation of workplaces and to discuss this with the customers, in order to make sure working conditions at site comply with the accepted standards and valid regulations;
- Creating awareness with all personnel that safety and accident prevention benefits both the efficiency as well as the care of its employees;
- Making all employees responsible to prevent injury to both themselves and their colleagues and for reporting accidents and unsafe or unhealthy work conditions;
- Providing adequate and competent human resource and sufficient financial support for safety and health;
- Facilitating full and effective training and education to all personnel, in order to allow them to fulfill their delegated safety responsibilities;
- Encouraging the employees to be actively involved and concerned about the continuous improvement of the safety and health performance;
- Working towards the goal of zero accidents and reducing to a minimum the company's impact to the environment.

Q-HSE Statement**4. ENVIRONMENTAL POLICY**

GEMCO International is aware of the impact on the surrounding and environment in the daily operation. The objective is to reduce, and where possible, eliminate the negative effects of these activities and processes. GEMCO strives for the progressive, measurable improvement of the environmental performance of all activities and the entire organization, by means of training and education of employees and customers.

GEMCO achieves this by balancing business interests and the need to protect the environment. GEMCO strives to maintain the highest environmental standards in each country of operation.

This is accomplished by:

- Complying with all relevant environmental legislation and other conformed regulations and keeping them up to date with any changes;
- Periodically review of this policy and the published objectives and targets;
- Reviewing of the environmental risks of each working area, from design to disposal;
- Being interested in new developments and its use to improve the environment performance;
- Communicating the environmental policy to all employees and to ensure it is available to everybody;
- Reducing and safely dispose the quantity of waste, hence reducing pollution;
- Conducting regular checks on the compliance with the environmental policy;
- Encouraging GEMCO International's suppliers to adopt similar environmental standards;
- Including environmental considerations when making investment decisions.
- Minimizing the use of energy;
- Reducing the use of materials; re-use rather than dispose and recycle where possible;
- Adopting the principles of sustainable development , in order to meet present needs, without creating problems for future generations;