

It is the policy of Global Highland Ltd to be a world class provider of Client services and solutions that are safe, environmentally acceptable and of a quality that surpasses their expectations whilst taking into account local, national and international standards and conforming to statutory and legislative requirements.

This level of Health & Safety is achieved through adoption of a system of procedures that reflect the competence of the Company to existing Clients, potential Clients, and independent Auditing Authorities.

Achievement of this Policy involves all persons under the control of GHL, who are individually responsible for the safety of their work, resulting in a continually improving working environment for all. This Policy is provided and explained to each Employee and Assignee by Line Managers or QHSE & Compliance Lead at Induction, and throughout their cycle of employment or assignment with Global Highland Ltd.

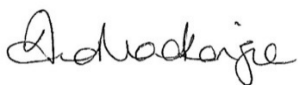
To achieve and maintain the required level of assurance, the Managing Director retains responsibility for the Health & Safety Management System, with routine operation controlled by the QHSE & Compliance Lead and Line Managers.

The objectives of the Health & Safety Management System are:

- To maintain an effective Health & Safety Management System which supports International Standards, as well as the Global Energy Group Value of 'Resolute on Safety and Quality'
- To achieve and maintain a level of health & safety management which enhances the Company's reputation with Clients.
- To ensure compliance with relevant statutory and safety requirements.
- To endeavour, at all times, to maximise Client satisfaction with the services provided by Global Highland Ltd

To gain the commitment, support and involvement in successfully implementing these objectives, Global Highland will actively foster a culture in which individuals (all persons under the control of Global Highland, shareholders, suppliers, Clients etc.) will proactively engage in initiatives that enable Global Highland to maintain a safe, healthy, rewarding and learning environment which will contribute to continual improvement of Global Highland's Health & Safety performance and marketplace success.

All persons under the control of Global Highland are required to co-operate fully in implementing this Policy and achieving the Health & Safety objectives set.



Jia MacKenzie
Managing Director