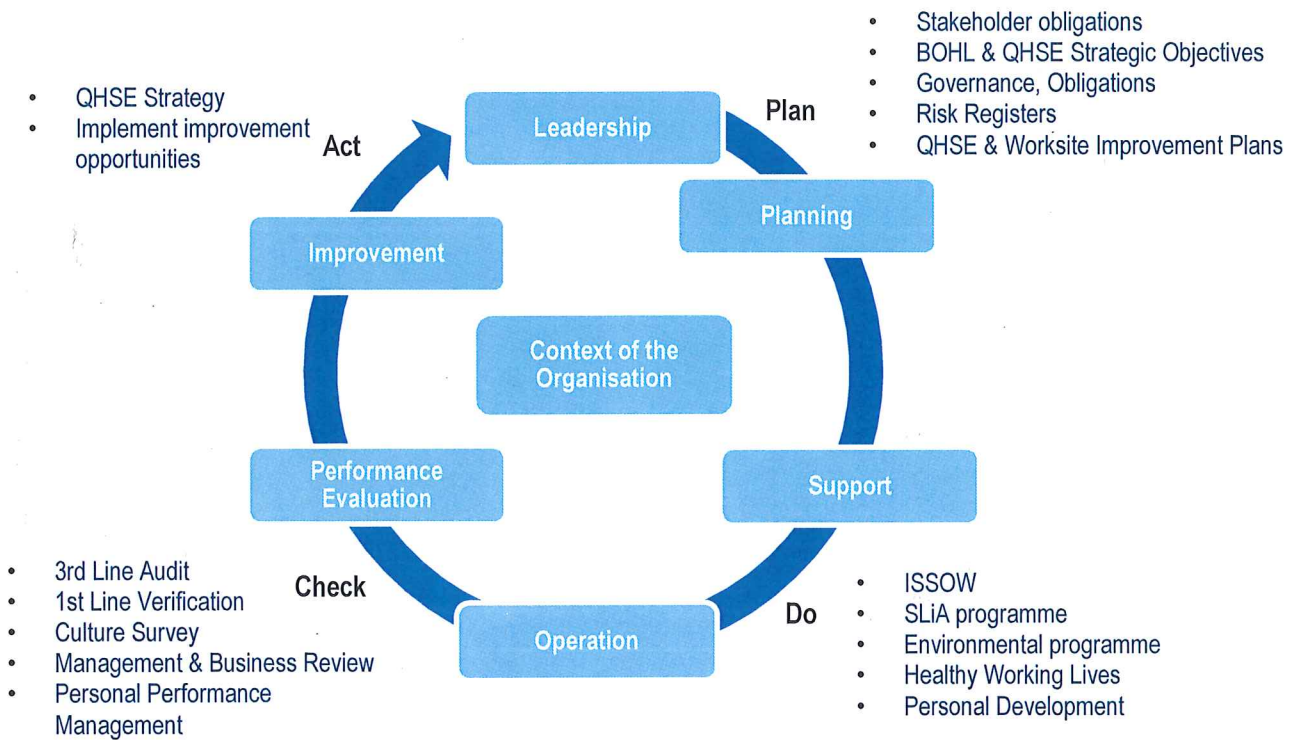


**INTEGRATED OCCUPATIONAL HEALTH, SAFETY, ENVIRONMENTAL & QUALITY MANAGEMENT POLICY**

Our mission is to be acknowledged as the leading subsea services provider, delivering safe and quality performance to all stakeholders. Our QHSE Vision & Goal is to have our workforce leading our effort to maintain injury and incident free operations.

This will be achieved by conducting our business affairs in such a way as to gain sustained success through our ability to identify and mitigate risks to protect the customers and other interested parties whilst meeting their needs and expectations. Our commitment to risk management, quality, competence, adhering to compliance obligations, the prevention of accidents and ill health, the environment (including prevention of pollution, reducing our carbon footprint, and minimising waste) will be a key part of this.

We use the Plan, Do, Check, Act model for the planning, development and implementation of our QHSE Strategy, focusing on risk, opportunities and continuous business performance improvement.



Driving the right kind of behaviour in a business is the only way to achieve success. To this end, I expect everyone in Bibby Offshore to embrace and adopt this Policy, our Obligations and the Core Values of Bibby Offshore and therefore those of the Group.



Passion



Service



People



Results



Innovation

Signed: *Howard Woodcock*  
**Howard Woodcock**  
 Chief Executive  
 Bibby Offshore (Holdings) Limited  
 Date: 13<sup>th</sup> October 2017