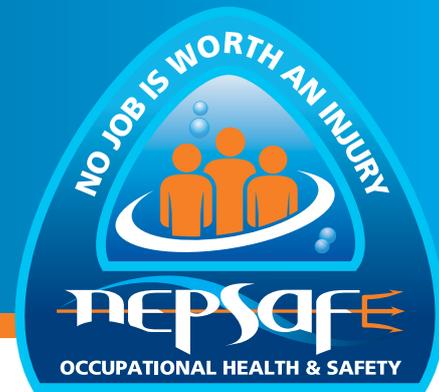


HEALTH & SAFETY POLICY



Our commitment to the health, safety and wellbeing of our employees and everyone affected by our undertakings, including contractors, visitors and neighbours is underpinned by the philosophy that **no job is worth an injury** and the belief that all injuries and work-related diseases are preventable.

To implement this policy and maintain our commitment, we:

- Establish and maintain a Health and Safety Management System as an element of NepSafe with measurable objectives and targets,
- Provide and maintain safe workplaces, systems, plant and equipment,
- Maintain effective Stop Work Authority process which allows employees to stop unsafe work,
- Provide supervision, instruction, information and training to ensure our people are safe at work,
- Apply procedures and systems that identify hazards and assess and manage risks through elimination or where this is not practical, other appropriate control measures,
- Assess and continuously review the safety management and safety performance of external providers to ensure our employees are not exposed to unacceptable risks,
- Comply with all applicable laws, standards and regulations and, where practicable, apply the higher of our own standards, the customer's or industry best practice,
- Report, investigate, analyse and share all incidents, including near misses, to maximise learning and prevent similar events in the future,
- Plan and conduct regular audits, inspections and reviews to measure compliance with this policy and our standards and to facilitate and communicate continuous improvement,
- Foster a culture that encourages and rewards frank and fearless participation, reporting and consultation in the management of health and safety.

Neptune recognises that the success of this Health and Safety Policy relies on the total commitment and cooperation of management and staff – a unified approach.

ONE NEPTUNE: ONE TEAM. ONE GOAL. ONE GAME PLAN

A handwritten signature in blue ink, appearing to read "Robin King", is written over a horizontal line.

Robin King, Chief Executive Officer

March 2016