



Supreme Hydro Engineering Pvt. Ltd.

QUALITY, HEALTH, SAFETY, SECURITY & ENVIRONMENTAL (QHSSE) POLICY

• **Commitment to Excellence**

At SHEPL, we are dedicated to exceeding customer satisfaction in integrated marine and diving services for subsea intervention. We adhere to international standards, regulations, and best practices to ensure quality, health, safety, security, and environmental sustainability.

• **Continuous Improvement**

We achieve our goals through regular reviews and continuous improvement of our management system, fostering a safe and healthy work environment for all employees. We invest in our workforce by enhancing skills, upgrading infrastructure, and implementing world-class safety practices.

• **Environmental Responsibility**

We are committed to protecting the environment by preventing pollution and minimizing the consumption of natural resources.

- **Asset Protection**

We ensure the adequate protection of assets, documents, and sensitive information belonging to our clients, contractors, subcontractors, and employees.

Drug and Alcohol Policy

- **Safety First**

SHEPL recognizes that drugs and alcohol can negatively impact employee health, operational safety, and contribute to social issues. Therefore, we enforce strict rules to ensure no employee works under the influence of drugs or alcohol.

- **Prohibition of Substance Use**

Consumption or possession of alcohol or banned substances is strictly prohibited on all work sites, vessels, and offices. Employees are prohibited from operating machinery or maintaining watch while impaired.

- **Compliance**

We comply with all relevant drug and alcohol prohibitory requirements set forth by clients and regulatory authorities. Involvement in the smuggling or trafficking of banned substances is strictly forbidden, and employees must be aware that possession of banned drugs in certain jurisdictions can result in severe penalties.

- **Alcohol Consumption Guidelines**

If vessel crew members consume alcohol during shore leave, their blood alcohol content (BAC) must be 0% at least four hours prior to the start of their watch. Masters of vessels are responsible for ensuring their ships remain drug and alcohol-free.

- **Disciplinary Measures**

Employees who violate this policy may face disciplinary action, up to and including termination of employment.

Jewellery Policy

SHEPL prohibits the wearing of any ornaments or jewellery while working at any site to maintain safety and hygiene standards.

Smoking Policy

SHEPL enforces a strict "No Smoking" policy on office premises and work sites, with designated smoking areas provided.

Code of Ethics

1. Purpose: Our Code of Ethics outlines SHEPL's commitment to ethical, legal, and professional behavior for all employees in all dealings.
2. Fair Dealing: All employees are expected to conduct themselves with integrity, honesty, and fairness in all interactions, adhering to laws and company policies.
3. Individual Responsibility: Employees must exercise responsibility appropriate to their positions and delegated authorities.
4. Respect for Others: We promote a culture of respect and dignity, ensuring equal opportunity for all employees.
5. Confidentiality: Employees must maintain the confidentiality of classified information related to clients.
6. Gifts: Acceptance of gifts from clients, contractors, or vendors is prohibited.
7. Bribery and Corruption: All forms of bribery and corruption are strictly forbidden. SHEPL does not tolerate any acts that contravene these principles.