

Alpha Marine is committed to ensuring sub contractors comply with all company policies including: Health and Safety; Quality; Environment; Bribery & Corruption; Drug Alcohol and Weapons and Equal Opportunities policies. We recognise the importance of guaranteeing shared values throughout all areas of company practice, whether it be directly through Alpha Marine personnel, or under the responsibility of sub contractors.

Alpha Marine is committed to:

- Ensuring sub contractors comply with all applicable laws codes, ordinances, rules, regulations, and lawful orders of all public authorities.
- Ensuring sub contractors perform their work in a safe manner, comply with all environmental safety and health requirements of the subcontract documents as issued by the contractor.
- Ensuring sub contractors are responsible for the development, implementation, administration, and enforcement of their individual health and safety programs, regardless of any safety or first aid personnel the contractor may have assigned as oversight to the project site or facility. The sub contractor shall ensure these safety and health requirements are passed on to its sub contractors.
- Ensuring that all sub contractor operations comply with relevant environmental legislation, codes of practice, regulatory bodies, local norms and industry guidelines, primarily working towards the objective of protecting the environment and minimising negative environmental impact.
- Ensuring sub contractors maintain a Substance Abuse Prevention Program that meets all applicable regulatory requirements and Alpha Marine policy requirements. Subcontractor employees must successfully complete a substance abuse prevention test if required.
- Ensuring sub contractors adhere to drug, alcohol and weapons policies and comply with search procedures where applicable.
- Ensuring sub contractors comply with standards of the Alpha Marine Quality Management system following the ISO 9001:2008 standard or similar.
- Ensuring compliance with bribery and corruption laws i.e. forbidding fraudulent practice; forbidding the request, agreement, receipt or acceptance of a bribe and ensuring a zero tolerance approach in accordance with the Bribery Act 2010 (UK and the Prevention of Corruption Act 2011 (Ireland)).

This policy is communicated to all employees and organisations working on Alpha Marine's behalf. They are expected to co-operate and assist in the implementation of this policy.

This policy will be reviewed annually by management. Older versions will be archived. It will be displayed on site where the company operates and on the company website. It will be part of employee and sub-contractor induction and on-going training procedures.



Simon Greenwood
QHSE Manager



Tim Greenwood
Commercial Director