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<b>Document Approval</b>	Douglas Leask	
<b>Applicability</b>	All areas of operations of the company	
<b>Pages</b>	1	

## STATEMENT OF GENERAL BUSINESS PRINCIPLES

Leask Marine Limited is always fully committed to conducting its business affairs in the most professional and ethical manner. To this end all shareholders, directors and employees of the business are required to conduct themselves appropriately while representing the Company.

### VISION

To be a leader in the provision of vessel charter, marine construction services, and commercial diving solutions.

### RESPONSIBILITIES

To Shareholders                      To deliver sustained growth in shareholder value by providing focused charter services to the marine & energy industries.

To Employees                         People are the Company's biggest asset and it is through them that the company's ultimate success lies. Therefore, it is essential that we continue to develop processes to support and develop our staff and to create a safe and engaging environment, providing training and development to support this and rewarding good performance.

To Customers                         Without customers there would be no business therefore it is essential that we ensure customers receive prompt response to enquiries, giving accurate and value adding proposals. We must retain customers by delivering what we agree and commit to thereby satisfying and exceeding our customers' expectations.

### Health, Safety & the Environment

Leask Marine Ltd is fully committed to achieving high standards of occupational health, safety and welfare for all its employees, contractors and members of the public who may be affected by the Company's undertaking.

In addition, the Company also commits to high standards of environmental protection. The management system has the approval of the Board, who will ensure that appropriate resources are made available to facilitate a culture of continual improvement in health, safety and environmental performance.

### GENERAL BUSINESS PRACTICES

Leask Marine Ltd seeks mutually beneficial relationships with contractors, suppliers and in joint ventures. The Company insists on honesty, integrity and fairness in all aspects of its business and expects the same of those with whom they do business. Employees must avoid conflicts of interest between their private activities and their part in the conduct of company business.

Leask Marine Ltd will conduct all business as responsible corporate members of society and will take a constructive interest in community matters which may or may not be directly related to the business.



Signed:

Name: Douglas Leask, Managing Director

Date: 1<sup>st</sup> January 2021

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