

Clan Partners Ltd (Clan Partners) is a provider of worldwide recruitment and personnel supply services to a variety of industries and sectors, with services delivered through multiple Subsidiary organisations. QHSE and compliance are integral to the Corporate Values of Clan Partners and remain at the heart of all our operations. We set ourselves demanding targets and ensure our QHSE values are supported by objectives from our Subsidiary organisations.

Clan Partners operate an Integrated Management System (IMS) which is certified to ISO 45001:2018 and ISO 9001:2015. It is in compliance with ISO 14001:2015 and all applicable legal, worker, customer and industry requirements. Audits are completed to ensure compliance and continued improvement.

Clan Partners & Subsidiaries Senior Management are committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health in our workplaces by eliminating hazards and reducing occupational health and safety risks to the extent our control allows.
- The protection of the environment, including prevention of pollution and other adverse environmental impacts within workplaces under our control.
- Satisfying applicable requirements by ensuring that customer, and applicable statutory and regulatory requirements, are determined, understood, and consistently met.
- Consulting with workers and encouraging their participation in all relevant QHSE related matters.
- Continual improvement of the IMS to enhance QHSE performance by
 - Ensuring the risks and opportunities that can affect occupational health and safety, the environment and the conformity of our products or services are determined and addressed.
 - Ensuring the focus on enhancing customer satisfaction is maintained.
- Protecting those reporting incidents, hazards, risks and opportunities to Clan Partners or our Subsidiaries from reprisals.
- Responsible energy consumption and will practice energy efficiency throughout our sites wherever it's cost-effective.

Clan Partners & Subsidiaries Senior Management shall additionally:

- Take accountability for the effectiveness of activities to eliminate hazards and reduce risks within workplaces under our control.
- Support and empower other relevant management roles to demonstrate their leadership as it applies to their area(s) of responsibility.
- Engage, direct, and support persons to contribute to the effectiveness and continual improvement of the IMS
- Provide adequate resources for continual improvement of the IMS.
- Ensure the IMS achieves its intended results and take accountability for the effectiveness of the IMS.
- Communicate the importance of effective QHSE management, and of conforming to the IMS requirements.
- Establish partnerships with suppliers and interested parties to provide an improved service.
- Set and monitor QHSE objectives in line with business risk and opportunities.

This policy will be communicated to all persons under the control of Clan Partners and our Subsidiaries, as well as organisations working for, or on behalf of us. Persons under the control of Clan Partners and our Subsidiaries, as well as other organisations, are expected to cooperate and assist in the implementation of this Policy, whilst ensuring their own work, so far as is reasonably practicable, is carried out without risk to themselves, others or the environment.

This policy applies to all Workers, Subcontractors, Visitors and Other Relevant Persons of Clan Partners and our Subsidiaries, and shall be communicated to them, displayed on site, and made available as required to those who request it. This Policy is available to all relevant interested parties and shall be supplied to them upon reasonable request. This Policy shall be reviewed annually by Senior Management and, where necessary, will be amended and re-issued.



Steven Dunbar
Clan Partners



Fiona Wallis
Global Resources Network



Cheryl Nicolson
Maris Subsea



Louise Sinclair
Sinclair Bay Subsea



Kris Stuart / Craig MacKenzie
Fintech Recruitment Solutions

