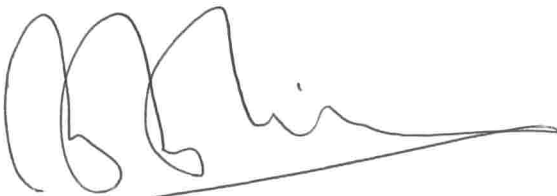

Quality, Health, Safety and Environmental (QHSE) Policy

Plexus Ocean Systems Ltd is a design, engineering and service company of HPHT wellhead systems using our patented friction grip technology POS-GRIP ®.

Our equipment has successfully been used in more than 400 wells worldwide, primarily on exploration jack up rigs, however the technology has potential for a wide range of other applications including production wellheads and subsea. Our vision is to help improve the standard of safety and integrity in the offshore environment through our design and functionality of our products, whilst adding value, by offering a safer, faster and more cost-effective solution and service to our customers and we will continue to develop these through our extensive R & D programme.

Senior Management recognise their responsibilities for managing QHSE, demonstrated by their strong leadership and commitment to:

- maintaining a Business Management System (BMS) which is, compliant with applicable statutory and regulatory standards and specifications and enhance quality performance
- determining customer requirements and to the delivery of quality products and services in a consistent and timely manner and customer satisfaction
- ensuring sufficient resources are made available including appropriately trained and competent personnel and an infrastructure that supports the business goals including no harm to people or the environment
- continually striving for improvement by ensuring the risks and opportunities that may affect the conformity of our products and services and the ability to enhance customer satisfaction are known and managed
- setting and monitoring objectives to promote improvement to the BMS and the success of the Company
- encouraging strong relationships with customers, suppliers and other interested parties
- monitoring, measuring and evaluation of the system to ensure the BMS achieves its intended results
- supporting Line Managers/Supervisors to communicate this Policy to all employees (and contractors working on behalf of Plexus) so they are aware of their responsibility to co-operate and assist in its implementation. Whilst doing so ensuring that their own work so far as is reasonably practicable, is carried out without risk to themselves, others or the environment
- ensuring the policy is communicated/available to all interested parties as appropriate
- promoting the BMS to all applicable interested parties whilst encouraging the continued applicability of this through the identification of any opportunities of improvement.



Ben van Bilderbeek
Chief Executive
Plexus Holdings plc

Approved: 29th January 2018