



Revision Date: June 2017	PROBUS ENGINEERING AND CONSTRUCTION QUALITY POLICY STATEMENT	Revision: 00
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Probus Engineering and Construction Pte. Ltd. (PEC) is fully committed to the quality objectives documented in its Quality Policy and Quality Manual.

PEC will deliver fit for purpose facilities, products, and services according to a known and specified scope, quality, cost and schedule, which meet or exceed the expectations of its customers.

PEC will put in place appropriate management systems, controls and resources, which meet the requirements of interested parties and apply industry best practice of ISO 9001 to allow it to manage its business both effectively and successfully.

PEC will ensure that its objectives, management systems and controls, are fully documented, widely communicated, and fully understood by all staff and key subcontractors.

PEC will ensure that training requirements are identified and initiated to ensure that people are competent for the tasks defined in their job descriptions and for the effective application of the management systems.

PEC will establish a system of audits and management reviews to ensure that its policies are both appropriate and effective.

PEC will implement any identified corrective actions in a timely manner, to ensure continuous improvement of business processes and customer satisfaction.

Kurt Reeves
Chief Executive Officer



Revision Date: June 2017	PEC HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL POLICY	Revision: 00
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Probus Engineering and Construction Pte. Ltd. (PEC) is fully committed to safeguarding its employees, minimizing Occupational Health and Safety risks and protecting the environment.

In order to meet its HSSE commitments, PEC will:

Management of HSE:

- Provide adequate HSE information, instructions, and supervision to employees, contractors and visitors.
- Define and steward to measurable KPIs.
- Hold all levels of line management accountable for HSE issues and for the development of positive attitudes in themselves and those whom they supervise.
- Undertake appropriate reviews and evaluations to measure HSE performance and to ensure compliance with this policy.
- Periodically audit implementation of the HSE Management System and the Group HSE Policy.

Health:

- Control and manage all chemical, physical and biological factors that contribute to health risks based on established guidelines and standards. Apply best available technology consistent with good industry practice.
- Strive to protect and promote the health of all personnel.

Safety:

- Design facilities, establish procedure, provide training and conduct operations in a manner that minimizes risks and hazards to workers, properties and communities at large.
- Apply best available technology consistent with good industry practice.
- Ensure all operations are conducted with the safety of personnel as a primary objective.

Security:

- Create a safe working environment for everybody who has the potential to be affected by its activities.
- Company assets shall be secured and protected against misuse, fraud and other illegal activities.
- Conduct security operations in compliance with national and international legal requirements and PEC policy on Business Conduct and Ethics.
- Ensure appropriate response procedures are in place and regularly tested to minimize the impact of any security incident or emergency.

Environment:

- Where practicable, reduce emissions, effluents and waste during the design phase.
- Control and minimize any adverse impact to the environment.



Kurt Reeves

Chief Executive Officer