

SYNERGY QHSE POLICY



Commitment to Safety & Excellence

Empowering our team with a culture of safety, environmental and uncompromising quality in every operation.

Doc Ref: SIDET/102/HSE/PL



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SYNERGY

INNOVATIVE DIVING EQUIPMENT TRADING LLC

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Quality, Environmental, Health & Safety Policy

Synergy Innovative Diving Equipment Trading LLC is a reliable Partner that meets and exceeds customer expectation in terms of quality, reliability, safety, operation, innovation, and environmental compatibility of our services.

An Integrated Management System (IMS) has been introduced to manage processes, planning, implementation, monitoring and improvement of the relevant activities. This system meets the requirements to international codes and standards for management systems in accordance to international safety management code (ISM), ISO 9001: 2015(quality), ISO 14001:2015 (environment) and forms the basis for the Implementation of OHSAS 45001:2018 (occupational health and safety) that cover "Design, Engineering, Fabrication, Production, Sales, Rental and Servicing of Commercial Diving equipment and Dive Control Systems" related to oil field services and continually improve their efficiency and effectiveness.

To achieve and maintain this, Synergy Innovative Diving Equipment Trading LLC. Is committed to:

- Provide high quality competitive services that always meets customer requirements to achieve their satisfaction.
- All employees and management staff undertake to comply with the applicable legal requirements and regulations as well as group stipulations.
- Preserve resources and environment and achieve healthy and safe working environment condition & highly control and follow up all processes that are executed by the out-source companies to avoid injuries, accidents and illnesses for our staff and all other interested parties.
- Implementation and Improvement of high-quality and commitment to the areas of environmental protection and occupational health and safety.
- Innovation capability, reliability and open dynamic behaviour are the fundamental values of our company for outstanding services and the process of continual improvement.
- Regular evaluation of processes with the key performance indicators and definition of objectives supports this approach over the long-term.
- As our employees are the basis for our successful business model, the extension of personal and professional qualifications through training and professional development measure and regular motivation by management staff ensure that the company's objective is achieved.
- Review periodically the management systems by internal audits to ensure their effectiveness and updated according to requirements. The Managing Director is regularly notified of the performance status of the management systems.

This policy will revise yearly, during the Management Reviews Meeting, for continual adequacy with the scope of Synergy Innovative Diving Equipment Trading LLC.

Murugan Krishnamoorthy
Managing Director



Date: 01-01-2026

