



Health, Safety and Environment Policy

Zeaquest Company Limited (Zeaquest or the Company) is committed to being an incident-free workplace by operating its business in a professional manner that protects the environment, maintains a safe and hygienic workplace, and provides no harm to employees, contractors, subcontractors, customers, and visitors including maintaining the quality, productivity of our services.

To achieve such commitments, Zeaquest Management is committed these principles that adhered to:

- ◆ Creating and encourages HSE culture through visible leadership and commitment from top management throughout employee involvement.
- ◆ Providing the resources to prevent all incidents, injuries, illnesses, and environmental protection through HSE management, risk assessment, and employee participation throughout job safety analysis and behavior-based safety.
- ◆ Monitoring and reviewing HSE performance by applying best available practices, setting and reviewing objectives with targets for continuous improvement.
- ◆ Encouraging all employees and the persons who work under our supervision to participate, suggestion for improvement by applying best available practices such as sharing ideas, making a suggestion and efforts towards solving the problem.
- ◆ Ensuring all employees and subcontractors are trained and competent to meet Company and customer requirements.
- ◆ Communicating HSE issues in an open and transparent manner both internally, either from top-down or bottom-up, and externally.
- ◆ Preventing pollution, minimize all wastes, and conserve natural resources related to our activities and services' impact on the environment and social community.
- ◆ Protection the environment greenhouse effect, vegetable grade of hydraulic oils
- ◆ Complying with all applicable HSE local laws, regulations, and international standards throughout the project phases in our operations worldwide.

This HSE Policy applies to all Zeaquest operations, all subcontractors and suppliers of the Company where HSE management may enhance the safety of the Company operations. Each person working for or on behalf of Zeaquest has the authority to stop an unsafe act whenever he/she sees one.

Health, Safety and the protection of the environment is our responsibility.

A handwritten signature in black ink, appearing to read "Songpan Svasdikara".

Songpan Svasdikara
Chief Executive Officer
April 1, 2021

