ARIES GROUP QHSE POLICY

Aries Group is committed to delivering services that always fulfill the expectations of our customers, local government and the environment by employing the following principles:

➢ Top management will establish the unity of purpose and direction of organization by demonstrating their leadership, commitment and active involvement in developing, implementing and managing the company’s QHSE Management System;

➢ Provide safe and healthy working conditions for the prevention of work-related injury and/or ill health to interested parties by minimizing the risk of accidents through various preventive measures;

➢ We will enhance the customer satisfaction through competitive price, excellent product quality and on time delivery;

➢ We will abide by and comply with all the applicable laws, regulations, policies, standards and code of practices related to quality, environment, and health & safety and strive for continual improvement through applicable trainings;

➢ We will plan, design, execute and complete all operations in a manner that eliminate hazards and reduce OH&S risk and Environmental impact to prevent and minimize defects, pollution and accidents;

➢ We will innovate programs for effective consultation, training and involvement / participation of employees and suppliers to promote team awareness and competence in order to ensure that they are able to carry out work in a way that is compatible with good QHSE performance;

➢ We will continuously seek opportunities to improve the QHSE performance & mitigate risks of the company by setting annual QHSE objectives, implementing action plan, measuring performance and reviewing these on an annual basis;

➢ Make efforts to prevent pollution related to services performed directly by Aries and outsourced subcontracted activities, if any;

➢ Consultation and participation of workers, and workers’ representative.

This Policy shall be regularly reviewed in order to ensure its continuing suitability and adequacy; copies of the Policy are made available to all the interested parties as appropriate and is communicated throughout the operations.

Reference #: QHSE / A 02 / R. 07 / 01

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
08 July 2018
PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY

It is Aries Group's policy to provide to all its employees engaged at sites, the appropriate PPE required for performing work. The PPE must be specific to the work activity, surrounding environment and overall risk to the personnel during normal, potential abnormal and downgraded situations.

Hazards representing a Risk shall be removed or the Risk reduced to as low as practicable whenever possible by engineering and administrative controls before PPE has been engaged.

To ensure to meet our HSE objective, the following rules shall be applied:

- **Risk Assessment**
- **Selection of PPE**
- **Training**
- **PPE Inspection, Cleaning and Maintenance**

To maintain a safe workplace, all employees must be aware of Aries Group, Clients, Local and International Health and Safety regulations as applicable to the specific tasks. Appropriate disciplinary action shall be taken if anyone violate any Health and Safety Policy.

Reference #: QHSE / A 02 / R. 07 / 03

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
11 Sep 2018
ROAD TRANSPORTATION POLICY

Aries Group is committed to the goals of significantly reducing road traffic injuries and fatalities and achieving world class safety performance.

The company believes that this can be advanced by the implementation of a number of sound driving practices, namely:

- Personnel should be made aware that land transport safety is as important as other business objectives and that transport incidents are avoidable
- Personnel should strive continuously for improvement in land transport safety performance by minimizing risk
- The promotion of openness and the participation of all individuals in improving safety performance should be actively encouraged
- There should be a commitment to meet all legislative requirements and to apply responsible standards and procedures where national regulations do not exist
- The requirement for land transport should be challenged and consideration given to alternatives to reduce the consumption of fuel, emissions and discharges
- All transportation operations should be undertaken with proper regard for the environment and a striving to reduce the consumption of fuel, emissions and discharges

Reference #: QHSE / A 02 / R. 06 / 04

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
01 May 2017
STOP WORK POLICY

It is the policy of Aries Group that:

- All Company employees and contractors operating within the Company work sites ashore and offshore have the authority and obligation to stop any task or operation where the controls of risks form hazards to Safety, Health and Environment are not clearly understood or concerns about any of the control measures exists, and
- No work shall resume until all “Stop Work” concerns and questions have been adequately addressed and resolved, and
- Company’s Management will not tolerate any form of reprisal or intimidation directed at any individual for exercising their authority as outlined in this policy.

Aries Group’s Senior Management is committed to creating a culture where “Stop Work” is exercised freely, monitor the compliance with the policy and resolve “Stop Work” conflicts.

It shall be the responsibility of every person in supervisory position to:

- Create and continuously strengthen the culture within their respective departments where the authority of “Stop Work” is exercised freely,
- Acknowledge proactive participation and ensure that all “Stop Work” actions are properly reported with required follow-up completed.

It shall be the responsibility of all Company employees and contractors to initiate a “Stop Work” intervention when warranted, to support the intervention of others and properly report all “Stop Work” actions.

Reference #: QHSE / A 02 / R. 06 / 05

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
01 May 2017
DRUG AND ALCOHOL POLICY

It is the policy while on duty that the use of prohibited drugs and alcohol is STRICTLY FORBIDDEN.

The Company is aware of the damaging impact illegal drugs can have on the health and safety of individuals and co-workers. We require all personnel to maintain an environment free from the unlawful distribution, possession or use of controlled substances, or alcohol. All are expected to be in suitable mental and physical condition at work in order to perform their duties in a satisfactory manner and behave appropriately.

Any person found in possession or under the influence of such substances, will be subject to disciplinary action up to and including dismissal from employment and turned over to the local authorities, if required.

The Company premises operate a “NO DRUGS”, other than prescribed drugs, and “NO ALCOHOL” policy.

Reasonable Cause Testing

Employees may be tested for the presence of drugs and/or alcohol where their actions, appearance, behavior or conduct suggests drugs and/or alcohol may be impacting on their ability to work effectively and safely.

Post-Accident/ Incident Testing

Employees may be tested for the presence of drugs and/or alcohol when they are involved in an incident or accident where their actions may have contributed to the event. Serious incidents will result in mandatory testing.

Reference #: QHSE / A 02 / R. 06 / 06

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
01 May 2017
Conflict of Interest & Impartiality Policy

Aries assumes its responsibilities to be an accredited Inspection & laboratory body by ensuring impartiality and providing an unbiased quality of NDT, Lifting Inspection, Calibration and Mechanical Testing services by means of:

➢ Identifying and dealing any potential conflicting interest that can have any influence in those services provided, both at organizational and personal level.

➢ Properly assessing the risk to impartiality and taking adequate control measures.

➢ Maintaining confidentiality in reporting results of those service provided.

➢ Appointing competent workforce and not influencing their decision.

➢ Proper organizational reporting Structure to ensure commercial, financial or other pressures does not influence to compromise impartiality.

➢ Develop impartiality team and effectively managing the threats to Impartiality.

Reference #: QHSE / A 02 / R. 07 / 07

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
11 Sep 2018
ANTI CORRUPTION POLICY

All ARIES Employees, irrespective of the position and power shall be committed to anticorruption policy to ensure the smooth conduct of the business in an honest and ethical manner by:

- Complying with all the applicable laws
- Not paying or promising anything of Value in to gain any business advantage to any person, including officials in private or Public sector customers and suppliers.
- Prohibiting the improper and unlawful and unethical usage of ARIES fund and assets.
- Prohibiting accepting or retaining bribes of any kind to influence an act or a decision.
- Adopting high standards of professional and personal Standards.

Reference #: QHSE / A 02 / R. 06 / 08

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
01 May 2017
RADIATION SAFETY POLICY

➤ It is the policy of ARIES to conduct Radiographic operations in a manner that ensures the health and safety of all employees and general public.

➤ In achieving this objective, ARIES shall ensure that radiation exposures to its workers and the public and release of radiation to the environment are maintained below regulatory limits and deliberate efforts are taken to further reduce exposures and release as low as reasonably achievable (ALARA).

➤ ARIES Radioactive Source Security Program shall be described the security measures implemented by ARIES to protect Security Enhanced Radioactive Sources in use, storage, and transport. The Program is to be implemented by all ARIES employees and endorsed by Top Management Personnel.

➤ ARIES management are committed to comply with local statutory / legislation requirements.

Reference #: QHSE / A 02 / R. 06 / 09

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
01 May 2017
LOCAL CONTENT POLICY

Aries is committed to the development of local resources in the Countries where it have established Offices for executing its project in line with the local content Act as applicable. We shall ensure that this policy is effectively communicated to all individuals within the company. We strive hard and share the values and commitment to stimulating economic growth through investing in the local content where it has established local presence.

We are also committed to:

➢ To achieve an acceptable degree of local participation, either directly or through any associate arrangement that promotes and enables the optimal use of In-Country human resources, material and services.

➢ Devising Local Content implementation strategies for the development of competitive, capable, and sustainable Local labour. The policy aims at generating and promoting adequate supply of Local workforce with the possible necessary knowledge and skills.

➢ Developing strategies for fostering the technology and knowledge including adequate training of local staff and career rewarding schemes.

➢ Setting a mechanism to provide economic empowerment to our local Suppliers and our Sub-Contractors that will enable local citizens and their businesses to tap the opportunities to manage, supply goods, services and labour.

➢ To develop local capability in the oil field services so as to compete regionally with self-sustainability in future.

Reference #: QHSE / A 02 / R. 00 / 10

Sohan Roy S.K.
Founder Chairman & C.E.O
Aries Group
12 Feb 2018
Quality Policy (IBLAB)

Aries is committed to deliver high standard of services to its customers in the areas of the services that have been provided to various industries such as Marine, offshore, Industrial and Oil & Gas. While conducting the business, Aries is committed to:

- Implement, Maintain and continually improve a quality management system that complies and follows the requirements of the internationally recognized standards (such as ISO 9001, ISO 14000, ISO/TS 29001, OHSAS 18001, ISO/IEC 17020 and ISO/IEC 17025 in Testing, Inspection & Calibration Services as applicable).

- Achieve maximum possible Efficiency in delivering the services offered, by complying the requirements of our Quality management system with applicable legal, industrial standards & codes and customer Specifications.

- Ensure for the Provision and use of our technologies and resources to effectively communicate and meet the requirement of our client. Enhance the Customer Satisfaction and to provide cost effective quality service.

- Maintain the higher standards of the services provided; Aries pursue a policy of recruiting the best people available in the industry and developing their skills through planned trainings to enable them to achieve their best potential and competency to perform the service.

- This Quality Policy is regularly reviewed in order to ensure its continuing suitability and adequacy; copies of the Quality Policy are made available to all members of staff and all other interested parties as appropriate.

Reference # QHSE / A 02 IBLAB / R01 /11

Prabhiraj N.
Managing Director
25 Mar 2018
WORKING AT HEIGHT POLICY

This policy supplements the Q&HSE Policy statement and describes our compliance with Work at height regulations.

To ensure the safety of all the personnel works at height where there is a risk of a fall from height and others who may be exposed to the hazards of falling objects.

- All work at height should be properly assessed, planned and organized. Shall eliminate the need to work at height, whenever it is reasonably practicable.

- Where work at height cannot be eliminated, we shall use the risk assessment process to evaluate & manage the risks.

- We shall implement the safe system of work that will prevent falls of persons, materials & equipment; a rescue plan shall be developed before commencement of any work at height to ensure the suspended personnel can be promptly rescued.

- Equipment used for work at height shall comply with the relevant standards; shall be properly inspected, maintained, and records kept of all such maintenance and inspections.

- Adequate information, training and supervision shall be provided to ensure that only competent persons are engaged working at height.

Note: Work at Height by Rope Access technique shall comply with the International code of practice of IRATA (Industrial Rope Access Trade Association) International.

Reference #: QHSE / A 02 / R. 00 / 12

Sohan Ray S.K.
Founder Chairman & C.E.O
Aries Group
29-Nov-2018