

### TRAINING POLICY

AGS has a moral and legal responsibility to train all employees and sub-contractors to work safely. Training is one of the most important elements of any safety and health program. Safety training also provides an opportunity to communicate safety principles and commitment of management to a safe work place.

To ensure HSE Training Standards are consistently applied throughout the company, an AGS HSE Training Plan has been established. The following are priority guidelines to be followed:

- At the commencement of employment, all employees will receive an induction including work procedures and safety awareness; the induction is refreshed every time the employee returns to the crew for visit or work.
- The direct supervisor is responsible and accountable for the identification of training needs and the correct implementation within the department.
- First Aid, Vehicle Defensive Driving and Boat Handling training are top priorities:
  - A trained first aider is close to any employee at any given time.
  - All company vehicles will be driven by qualified defensive drivers only.
  - Each and every boat will have a trained skipper at the helm.
- Country Managers, Crew Supervisors, Project Managers, Line Management and Safety Advisors shall have a comprehensive understanding of safety management and safety auditing techniques.
- Qualified instructors shall conduct training courses following the law, OPG – IAGC and AGS guidelines.