

A New Kind of Design-Build Solution Centre

**ATLANTIC
ENGINEERING
(SL) LIMITED**



CORPORATE POLICY STATEMENTS

These four core policy statements guide our operations and engagement for the successful delivery of our services to our clients, employers, and stakeholders

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Executive Responsibility Policy Statement

At Atlantic Engineering, we believe that responsible and ethical leadership is fundamental to our success and our role in society. Our executives and top management are committed to upholding the highest standards of conduct and accountability. We pledge to lead by example and embrace the following principles:

- 1. Ethical Leadership:** Our executives will lead with integrity, honesty, and transparency, setting the standard for ethical behaviour within the organisation. We will always act in the best interests of our stakeholders and the broader community.
- 2. Compliance with Laws and Regulations:** We are committed to complying with all applicable laws and regulations in all aspects of our business. We will also foster a corporate culture that encourages compliance at all levels.
- 3. Accountability:** Our executives acknowledge their responsibility for the organisation's performance, decisions, and outcomes. We will be accountable for our actions and decisions, both individually and collectively.
- 4. Stakeholder Engagement:** We will engage with our stakeholders, including employees, customers, suppliers, investors, and the communities we serve, to understand their concerns and expectations. We will strive to balance their interests and contribute positively to society.
- 5. Sustainability:** We recognise our responsibility to promote sustainable business practices that minimise environmental impact, conserve resources, and consider the long-term well-being of the planet.
- 6. Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace. Our executives will champion diversity and inclusion, ensuring that our workforce reflects the communities we serve.
- 7. Conflicts of Interest:** Our executives will avoid situations that could lead to conflicts of interest and will disclose any potential conflicts promptly.
- 8. Whistleblower Protection:** We will establish mechanisms for employees and stakeholders to report concerns about unethical behaviour or violations of our policies.
- 9. Professional Development:** Our executives will invest in their professional development and ethical training to stay current with evolving standards and best practices.
- 10. Continuous Improvement:** We will continuously review and improve our executive responsibility practices to adapt to changing social, environmental, and economic conditions.

Conclusion

This Executive Responsibility Policy Statement reflects the commitment of our top leadership to set the tone for our organisation. We recognize that responsible leadership is vital to building trust and achieving long-term success. By adhering to these principles, we will create a positive and sustainable impact on our employees, stakeholders, and the world at large.

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Health, Safety, Social & Environment Policy Statement

At Atlantic Engineering, we are dedicated to providing a safe and healthy work environment for our employees, contractors, visitors, and the communities in which we operate. We recognize the importance of safeguarding the environment and are committed to the responsible use of resources. Our Health, Safety, Social, and Environment (HSSE) Policy is a fundamental part of our corporate culture, and we pledge to uphold the following principles:

Safety is our Priority: We consider the safety and well-being of our employees as our highest priority. Every individual has the right to work in a safe environment, free from harm.

Environmental Stewardship: We are committed to minimising our environmental impact by reducing waste, conserving resources, and complying with all applicable

Compliance: We will comply with all relevant health, safety, and environmental laws, regulations, and industry standards. We will strive to meet or exceed best practices in HSSE management.

Prevention: We will actively identify and eliminate potential hazards, and we will continuously work to improve safety and reduce risks. The prevention of accidents and incidents is integral to our operations.

Training and Awareness: We will provide our employees with the necessary training, resources, and information to work safely and responsibly. We encourage all employees to be proactive in promoting a culture of safety.

Emergency Response: We are prepared to respond to emergencies promptly and efficiently. Our emergency response procedures are regularly reviewed and tested to ensure their effectiveness.

Continuous Improvement: We will establish measurable HSE objectives and targets, regularly monitor our performance, and strive for continuous improvement in our HSSE management.

Open Communication: We encourage open and honest communication about HSSE concerns. Any employee, contractor, or stakeholder is encouraged to report unsafe conditions or practices without fear of retaliation.

Accountability: Every individual within our organisation, from leadership to front-line employees, is responsible for upholding our HSSE standards and principles.

Responsibility to Communities: We will engage with the communities in which we operate, striving to be a responsible neighbour and contributing positively to the well-being of these communities.

Conclusion

This Policy Statement reflects our commitment to HSSE excellence, and it is endorsed by the CEO and Top Management]. We expect every employee and partner to align their actions with this policy and to embrace their role in building a safer, healthier, and more sustainable future.

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Quality Assurance Policy Statement

The Atlantic Engineering (SL) Limited, hereinafter referred to as "the Company," is committed to delivering design and construction projects to the highest quality possible, meeting or exceeding industry standards and client expectations. Quality assurance is integral to our business philosophy, and we recognize that it is essential for the success and reputation of our projects. In delivering our promise, we provide the following values to our customers.

Client-Centric Focus: We are dedicated to understanding and fulfilling our clients' needs and expectations. We strive to deliver construction projects that not only meet but exceed our clients' quality requirements, ensuring their satisfaction and trust in our services.

Continuous Improvement: We are committed to continuously improving our design and construction processes, procedures, and practices with new industry innovations and approaches.. Regular reviews and assessments mechanisms are in place to identify areas for improvement and implement corrective actions. We are tolerant to, and appreciate feedback from our clients on how we can serve them better.

Effective Communication: We always maintain open and transparent communication channels with all project stakeholders, including clients, contractors, suppliers, and regulatory authorities through the established channels. We value effective communication as an essential tool for resolving issues promptly and ensuring that quality objectives are met.

Resource Allocation: We will allocate the necessary resources, including materials, equipment, and manpower, to ensure that construction activities are carried out in a manner that promotes quality and safety.

Responsibilities

The Company's management is responsible for establishing, implementing, and maintaining this Quality Assurance Policy for your project and for your concurrence..

All employees and contractors are responsible for adhering to this policy, actively participating in quality improvement initiatives, and reporting any quality concerns or non-conformities.

Review and Revision

This Quality Assurance Policy Statement will be reviewed periodically and revised as needed to reflect changing circumstances, technology, and industry best practices.

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Affirmative Action Policy Statement

Introduction

Atlantic Engineering (SL) Limited is committed to promoting diversity, equity, and inclusion in all aspects of our operations. We recognise the historical and ongoing disparities faced by individuals from underrepresented and marginalised backgrounds and the need for affirmative action to address these disparities. This policy statement outlines our commitment to affirmative action and equal opportunity.

Principles

Equal Opportunity: Atlantic Engineering is dedicated to providing equal employment, education, and advancement opportunities to all qualified individuals without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or any other protected status. We are committed to a nondiscriminatory and inclusive environment.

Affirmative Action: Atlantic Engineering will take proactive measures to ensure that individuals from underrepresented and disadvantaged groups are afforded equal opportunities. We will develop and implement affirmative action plans and programs to address imbalances in employment, skills development, and other areas.

Recruitment and Outreach: We will actively seek and encourage the recruitment of candidates from underrepresented categories and background, including targeted outreach efforts to attract a diverse applicant pool. This may include partnerships with organisations that support diversity and inclusion.

Training and Education: Atlantic Engineering will strive to provide training and education to employees and other stakeholders to promote diversity awareness, inclusion, and equitable practices.

Monitoring and Reporting: We will regularly assess the effectiveness of our affirmative action efforts and make necessary adjustments to achieve our diversity and inclusion goals. Reports on progress will be made available to the public.

Responsibility

Every employee and stakeholder of Atlantic Engineering is responsible for supporting and upholding this affirmative action policy. The commitment to diversity and inclusion is a shared responsibility that requires the active participation and engagement of all.

Conclusion

Atlantic Engineering is unwavering in its commitment to affirmative action and equal opportunity. We will continue to work towards creating a more inclusive and equitable environment for all, ensuring that everyone has a fair chance to succeed, regardless of their background or characteristics.

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