

POLICY

QUALITY – HEALTH –
SAFETY ENVIRONMENT



Document #: MEGA-GRP-POL-1 - Rev: 1

Valid From #: 7th January 2026

At **Megarme Group**, Quality, Health, Safety, and Environmental (QHSE) performance is integral to all our operations. Our commitment is to **prioritise the safety and well-being of our people**, deliver excellence in our services, **and minimise our impact on the environment**.

We work to empower all team members to **take ownership of QHSE**, fostering a strong culture of accountability, consultation, and **continual improvement**. Our goal is to **meet and exceed customer expectations**, protect the health and safety of our workforce and others affected by our activities, and **reduce environmental impact through sustainable practices**.

Megarme delivers services that consistently meet customer, statutory, regulatory, and contractual requirements while maintaining the **highest standards of quality and safety**. We focus on improving processes to enhance operational efficiency and service delivery, with health and safety prioritised through the **proactive identification and mitigation of risks**, and by empowering employees with the authority to **intervene and stop unsafe work**.

We ensure all team members receive the **training, competence, and resources** necessary to work safely and effectively, with environmental responsibility embedded into planning, procurement, and execution. We are committed to **preventing injury, ill health, pollution, and environmental harm** through responsible planning, waste reduction and recycling, and efficient use of resources.

All at Megarme are committed to the delivery of this policy and will:

- Actively prevent incidents through **risk assessment, hazard identification, and effective controls**
- **Report, investigate, and learn from** incidents, near misses, unsafe acts, and environmental events
- **Comply with all applicable legal, regulatory, client, and industry requirements**
- Involve employees at all levels in the **development and continual improvement** of the QHSE management system
- **Set, monitor, and review objectives and targets** to drive QHSE performance
- Foster an **inclusive, respectful, and healthy workplace**
- Prevent environmental damage and pollution through **effective planning and resource management**
- Manage operational and supply-chain risks by assessing vendors and procuring **project-suitable, compliant equipment and services**
- Maintain **open communication** with stakeholders and share lessons learned to strengthen the Integrated Management System
- **Plan and prepare for emergencies** through crisis management, drills, and business continuity arrangements

This policy provides the framework for establishing and reviewing QHSE objectives and is **communicated to all relevant interested parties**. It is **reviewed at least annually** as part of the Management Review process, or following significant change, to ensure continued suitability, adequacy, and effectiveness.

Megarme Group operates under a **“See It – Own It”** philosophy. Every individual has the responsibility and authority to take immediate action where risks to **people, property, the environment, or the business** are identified.

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7-Jan-2026

Alex Lee
Managing Director

K. J. Pollitt
7-Jan-2026

Kevin Pollitt
QHSE Director



Alexander Lee
Group Managing Director
Megarme Group

POLICY

BUSINESS CONDUCT



Document #: MEGA-GRP-POL-2-Rev-1

Valid From #: 8th January 2026

Policy Statement

At Megarme Group, we are committed to upholding the highest standards of integrity, professionalism, and ethical behaviour in all aspects of our operations. This policy aligns with international best practices and standards to ensure compliance and promote a culture of respect, safety, and excellence. All team members are required to adhere to the following principles:

Core Principles

Legal and Cultural Respect - Respect and comply with the laws, customs, religions, and cultures of the countries in which we operate.

Equal Opportunities and Diversity - Provide equal opportunities to all individuals regardless of origin, ethnicity, religion, gender, or other protected characteristics. Promote a workplace free from discrimination and harassment.

Training and Development - Foster an environment that supports the professional growth of employees by providing training and development opportunities to help them achieve their full potential.

Safety and Well-Being - Maintain a safe working environment and prioritize the health and well-being of employees in accordance with company policies and international safety standards.

Integrity and Ethical Conduct - Demonstrate honesty, confidentiality, impartiality, and integrity in all business dealings. Avoid conflicts of interest, corruption, and unethical practices.

Company and Client Compliance - Adhere to company policies, client codes of practice, and applicable legal provisions.

Loyalty and Respect - Uphold principles of loyalty, mutual respect, and pride in individual and collective achievements.

Policy Enforcement and Reporting

Megarme will actively:

- Identify and assess risks of policy violations and implement appropriate controls.
- Investigate all reported instances of non-compliance with this policy.
- Take corrective action, which may include disciplinary measures, up to and including termination, for violations of this policy.

Employees are encouraged to report any concerns or violations without fear of retaliation. Reports can be made to a direct supervisor, the Human Resources department, or through designated reporting channels.

Commitment to Continuous Improvement

Megarme Group is dedicated to fostering a culture of continuous improvement and collaboration. Regular reviews and updates of this policy will ensure alignment with international standards and the evolving needs of our workforce and stakeholders.

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8-Jan-2026

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POLICY

HUMAN RESOURCES



Policy Statement

Megarme is committed to fostering a fair, inclusive, and respectful workplace aligned with international standards, including the Universal Declaration of Human Rights and the principles of the International Labour Organisation (ILO). Our goal is to ensure equitable treatment for all employees while achieving organisational and individual success.

Diversity, Inclusion, and Workplace Environment - At Megarme, we prioritise creating and maintaining a diverse, inclusive, and safe workplace for all employees. We are dedicated to upholding zero tolerance for harassment, bullying, or discrimination on any grounds, including gender, race, religion, ethnicity, age, disability, or sexual orientation. Compliance with relevant international and local employment laws ensures fairness and legality in all our practices. We actively promote respect for the dignity of every individual, fostering a culture built on equality, fairness, and mutual respect. Any reported instances of harassment or discrimination are addressed promptly and effectively, with appropriate resources and support provided to employees.

Training, Development, and Competency - Megarme values continuous professional development as essential to both individual and organisational success. We offer structured training programmes covering leadership, technical skills, and career development. These programmes ensure that employees are competent, confident, and well-prepared to perform their roles safely and effectively. All training aligns with relevant legislation, industry best practices, and safety standards. We encourage employees to adopt new skills and knowledge to adapt to evolving industry requirements and individual career aspirations. Regular evaluation and enhancement of training programmes are conducted to ensure they align with employee needs and organisational goals.

Recruitment and Retention - Our approach to recruitment and retention is designed to build a talented, committed workforce. Workforce planning enables us to anticipate staffing needs and recruit highly qualified individuals in a timely manner. We adhere to fair, transparent recruitment processes, including comprehensive background and reference checks, to select the best candidates. Competitive remuneration and benefits packages are offered to attract and retain top talent. To support career progression and employee satisfaction, we provide opportunities for personal and professional development. Exit interviews are conducted to gather feedback, which informs improvements to the workplace and strengthens employee retention strategies.

Communication and Support - Open and transparent communication is central to Megarme's workplace culture. Respectful, honest, and constructive dialogue between employees and management is encouraged at all levels. HR personnel are approachable, available, and equipped to provide confidential and professional advice on employment matters. Employee feedback is actively sought to identify areas for improvement and implement solutions effectively. Line managers are responsible for ensuring this policy is understood and maintained within their teams, fostering a supportive and respectful work environment.

Accountability and Disciplinary Processes - Megarme upholds accountability and fairness in all aspects of workplace management. Line managers are responsible for implementing this policy and maintaining a positive and respectful work culture. Disciplinary processes are guided by principles of fairness, transparency, and consistency, in alignment with the just culture model. Workplace issues are addressed promptly and equitably, with clear communication and respect for all parties involved.

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11-Jan-2026

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POLICY

DRUGS & ALCOHOL



Document #: MEGA-GRP-POL-4-Rev-1

Valid From #: 8th January 2026

Policy Statement

Megarme Group is committed to providing a safe, healthy, and productive workplace. The use, possession, sale, or distribution of illegal drugs or alcohol, or working while impaired, is prohibited where it may affect safety, health, quality, or the environment.

This policy forms part of Megarme's Integrated Management System and supports legal compliance, risk-based planning, fitness for work, leadership accountability, and continual improvement.

This policy applies in all locations where Megarme operates and aligns with applicable laws and regulations in Qatar, the United States, the United Kingdom, Mexico, and the Kingdom of Saudi Arabia.

Scope and Applicability: This policy applies to all employees, contractors, and subcontractors, with particular emphasis on personnel performing safety-critical or high-risk activities, including offshore and operational roles.

Prohibited Conduct and Fitness for Work: No person may use, possess, sell, distribute, or be under the influence of illegal drugs or alcohol in the workplace, during working hours, or while operating company vehicles or equipment. All personnel must report to work fit for duty and must not perform work if impaired by drugs, alcohol, or misuse of substances.

Drug and Alcohol Testing: Drug and alcohol testing may be conducted where legally permitted, contractually required, or justified by operational risk, including random testing. Personnel required to undergo testing are expected to comply with reasonable instructions associated with the testing process. Refusal to participate, failure to comply with testing requirements, or a confirmed positive result may result in appropriate action in accordance with company procedures and applicable law.

Prescription Medication: Prescription medication is permitted when taken in accordance with a valid prescription from a licensed healthcare practitioner. Personnel must inform their supervisor if prescribed medication may affect fitness for work and must not operate vehicles, equipment, or perform safety-critical tasks while impaired.

Support and Wellbeing: Megarme recognises substance dependency as a health condition. Where appropriate, support, guidance, counselling, or referral to assistance programmes may be offered to personnel seeking help.

Training, Awareness, and Communication: All personnel receive training and awareness on this policy through induction and refresher activities. The policy is communicated through appropriate channels, including the employee handbook and workplace communications.

Confidentiality and Reporting: All information related to drugs and alcohol matters, including testing results, is treated confidentially and disclosed only on a need-to-know basis or where required by law. Personnel are encouraged to raise concerns or report issues without fear of retaliation.

Monitoring and Improvement: Compliance with this policy is monitored. Findings are used to implement corrective actions and support continual improvement of workplace health and safety controls.

Leadership and Accountability: Managers are responsible for implementing this policy. Top management is accountable for oversight and ensuring its ongoing suitability and effectiveness.

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POLICY

ANTI-CORRUPTION AND ETHICAL CONDUCT


MEGARME

Document #: MEGA-GRP-POL-5-Rev-1

Valid From #: 8th January 2026

Policy Statement

At Megarme, we are committed to integrity, transparency, and ethical conduct. Corruption in any form, including bribery, undue influence, or unethical behaviour, is strictly prohibited. We uphold the highest standards to protect our reputation, ensure fair competition, and foster accountability across all operations.

This policy forms part of Megarme's Integrated Management System and supports legal compliance, risk-based thinking, leadership accountability, and continual improvement.

This policy ensures compliance with applicable local and international anti-corruption laws, including the United Nations Convention Against Corruption (UNCAC), the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and regulations applicable in Qatar, the United States, the United Kingdom, Mexico, and the Kingdom of Saudi Arabia.

Scope and Applicability: This policy applies to all Megarme employees, contractors, consultants, and any third parties acting on behalf of the organisation. All personnel are expected to act honestly, fairly, and ethically in all business dealings.

Legal Compliance: All personnel must comply with applicable anti-corruption laws, regulations, contractual obligations, and internal requirements relevant to their region of operation.

Risk Management: Megarme adopts a risk-based approach to preventing corruption. Corruption risks are identified, assessed, and mitigated through appropriate controls as part of the organisation's planning and risk management processes.

Due Diligence: Megarme Group conducts due diligence on business partners, suppliers, contractors, and other relevant third parties to verify alignment with ethical and legal standards.

Gifts and Hospitality: Gifts, hospitality, or other benefits must not be offered, accepted, or solicited where they could constitute bribery, undue influence, or a real or perceived conflict of interest. Clear limits and controls apply.

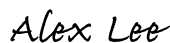
Reporting and Speak-Up: Employees and third parties are encouraged to report suspected corruption or unethical behaviour through confidential reporting channels. Retaliation against whistleblowers is strictly prohibited. All reports will be treated confidentially and assessed appropriately.

Training and Awareness: All relevant personnel receive appropriate training and awareness on anti-corruption requirements through induction and refresher programmes to ensure continued competence and understanding.

Compliance Monitoring: Compliance with this policy is monitored. Findings are used to implement corrective actions and support continual improvement of ethical and compliance controls.

Leadership and Accountability: Managers and leaders are expected to demonstrate ethical behaviour and actively support this policy. Top management is accountable for the effective implementation, communication, and ongoing suitability of this policy.

Enforcement: Breaches of this policy may result in disciplinary action, including termination of employment or contracts, and may involve legal proceedings where required.



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POLICY

SECURITY

IT & CYBER SECURITY



Document #: MEGA-GRP-POL-6-Rev-1

Valid From #: 8th January 2026

Policy Statement



The purpose of this Cyber Security Policy is to protect the integrity, confidentiality, and availability of Megarme Group's information systems, and resources. This Policy applies to all Megarme Group Personnel and outlines the acceptable use of electronic resources, user responsibilities, and the importance of security awareness and training, in alignment with Qatar and United States legislation.



Acceptable Use of IT Equipment & Services

- 1. Resource Usage:** *Electronic resources are for business purposes with limited personal use allowed. Illegal activities, personal gain, or actions that harm Megarme Group's reputation are prohibited.*
- 2. Access Control:** *Users must only use authorized accounts, access rights, and privileges. Sharing passwords or access credentials is prohibited.*
- 3. Data Protection:** *Sensitive information must be protected according to its classification. Unauthorized copying, transmission, or disclosure of data is prohibited.*
- 4. Software and Applications:** *Only authorized software may be used on Megarme Group's devices. Unauthorized software installation or system configuration changes are prohibited. All software must be up-to-date with the latest security patches.*
- 5. Internet and Email Use:** *Internet and email services are for business use. Users must exercise caution to avoid phishing and malware and must not use organizational email for non-business-related services.*



Security Awareness

- 1. Training:** *All personnel must complete mandatory security awareness training upon hire and annually. Training includes recognizing phishing, safe internet practices, data protection, and incident reporting.*
- 2. Ongoing Awareness:** *Regular awareness campaigns will highlight current threats and promote best practices. Updates and reminders will be communicated through appropriate channels.*
- 3. Incident Reporting:** *Users must report any security incidents or suspicious activities immediately to the Management.*



The purpose of this Cyber Security Policy is to protect the integrity, confidentiality, and availability of Megarme Group's information systems, and resources. This Policy applies to all Megarme Group Personnel and outlines the acceptable use of electronic resources, user responsibilities, and the importance of security awareness and training, in alignment with Qatar and United States legislation.

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POLICY

LAND TRANSPORTATION



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Valid From #: 8th January 2026

Policy Statement

Megarme Group is committed to the safe, compliant, and responsible transportation of people and goods. This policy protects people, property, and the environment while supporting legal compliance, risk-based planning, leadership accountability, and continual improvement as part of our Integrated Management System.

This policy applies to all Megarme transportation activities and aligns with applicable transportation, traffic, environmental, and safety legislation in Qatar, the United States, the United Kingdom, Mexico, and the Kingdom of Saudi Arabia.

Scope and Applicability: This policy applies to all employees, contractors, drivers, passengers, and any third parties involved in the transportation of people or goods on behalf of Megarme Group.

Legal and Operational Compliance: All transportation activities must comply with applicable laws, contractual obligations, and client requirements relevant to the country of operation. Vehicles used for Megarme operations must be registered, insured, maintained, and fit for purpose.

Risk Management and Safe Operation: Transportation risks are managed using a risk-based approach, including journey planning, vehicle suitability, driver competence, fatigue management, and prevailing road and environmental conditions.

Drivers must hold valid licences appropriate to the vehicle type, be medically fit and competent, and comply with applicable driving hours, rest requirements, and safe driving practices.

Mandatory Safety Requirements: Seatbelts must be worn by all drivers and passengers at all times. Speed limits must be observed and adjusted to suit conditions. Loads must be secured and transported within legal and manufacturer limits. Unsafe driving behaviour must be challenged and reported without fear of retaliation.

Transportation of Goods and Hazardous Materials: Vehicles must carry appropriate emergency equipment. Drivers must be trained in relevant emergency response procedures. All transportation-related incidents, near misses, and unsafe conditions must be reported promptly and investigated to prevent recurrence.

Emergency Preparedness and Incident Reporting: Drivers must have valid licenses, undergo regular training on safe driving and hazardous material handling, pass regular medical exams, and comply with driving hours and rest period regulations.

Monitoring, Review, and Improvement: Compliance with this policy is monitored through reviews and inspections. Non-conformances are addressed promptly, and findings are used to support corrective actions and continual improvement.

Leadership and Accountability: Managers and supervisors are responsible for implementing this policy. Top management is accountable for providing oversight, resources, and ensuring the ongoing suitability and effectiveness of this policy.

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8-Jan-2026

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Kevin Pollitt
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POLICY

WEAPONS IN THE WORKPLACE



Document #: MEGA-GRP-POL-8-Rev-1

Valid From #: 8th January 2026

Policy Statement

Megarme is committed to the safety and well-being of its employees, visitors, and the public. This policy establishes clear guidelines regarding the possession, use, and storage of weapons on company property to ensure a secure, violence-free workplace. This policy aligns with local regulations in Qatar, international standards, and the applicable laws of the United States, including the State of Texas.

This policy applies to all employees, contractors, visitors, and any other individuals on company-owned or leased premises, including company vehicles.

General Prohibition - The possession, use, or storage of firearms, explosives, ammunition, or any other weapons on company premises or in company vehicles is strictly prohibited. This applies to all employees, visitors, and contractors, except for authorised security personnel.

Exceptions for Authorised Personnel - Employees who are explicitly authorised to carry weapons as part of their job duties (e.g., security personnel) must:

- Strictly comply with all applicable local, state, federal, and international laws.
- Ensure weapons are carried only in designated areas and never in restricted or prohibited zones within the workplace.
- Adhere to all company safety protocols regarding weapon handling and storage.

Prohibited Storage and Concealment

- Employees, including those authorised to carry weapons, must not store or conceal weapons on company property unless explicitly permitted by company policy or local law.
- Personal vehicles parked on company premises must not contain weapons unless compliant with applicable laws and explicitly permitted by company policy.

Disciplinary Action - Violations of this policy will result in disciplinary action, up to and including termination of employment. Depending on the severity of the violation, it may also lead to criminal charges.

Legal Compliance - Megarme will ensure this policy remains compliant with:

- Local laws in Qatar and other jurisdictions where the company operates.
- International standards related to workplace safety and security.
- Federal and state laws in the United States, including Texas laws concerning the possession and carrying of weapons.

Policy Amendments - The company reserves the right to amend this policy as needed to reflect changes in laws, regulations, or workplace safety requirements.

Questions and Concerns - Employees with questions or concerns about this policy should contact their supervisor or the Human Resources Department for clarification.

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Managing Director

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POLICY

EMPLOYEE BEHAVIOUR CONDUCT



Policy Statement

All employees of Megarme are expected to conduct themselves in a manner that supports the efficient, respectful, and professional operation of the organisation. This policy outlines the standards of behaviour expected of all employees.

Employees are required to:

- Report to work on time and be punctual.
- Comply with all workplace safety regulations and procedures.
- Maintain cleanliness and orderliness in the workplace.
- Treat colleagues, clients, and company property with respect and courtesy.
- Refrain from offensive, threatening, or undesirable behaviour, including the use of profanity or abusive language.
- Report unsafe acts, conditions, near-misses, and incidents promptly.

Prohibited Conduct

Megarme has a zero-tolerance approach to behaviours that compromise the safety, integrity, and harmony of the workplace. Prohibited conduct includes but is not limited to:

- Insubordination or refusal to follow reasonable management instructions (*except when those instructions endanger safety or violate ethical principles*).
- Physical violence, fighting, or assault involving any employee, client, or member of the public.
- Theft, destruction, defacement, or misuse of company or employee property.
- Engaging in threatening, intimidating, or bullying behaviour.
- Violating dress code or maintaining an inappropriate personal appearance.
- Sexual, verbal, or psychological harassment of any kind.

Policy Enforcement and Reporting

All employees are responsible for upholding this policy and fostering a positive work environment. Megarme will investigate all reports of inappropriate behaviour and take corrective action as necessary. Disciplinary measures, up to and including termination, may be applied for violations of this policy.

Employees are encouraged to report any concerns or violations without fear of retaliation. Reports can be made to a direct supervisor, the Human Resources department, or through designated reporting channels.

Commitment to Workplace Excellence

Megarme is committed to promoting a workplace culture of professionalism, respect, and collaboration. Regular reviews and updates of this policy will ensure it reflects best practices and the values of our organisation.

Alex Lee

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8-Jan-2026

Alex Lee – Managing Director

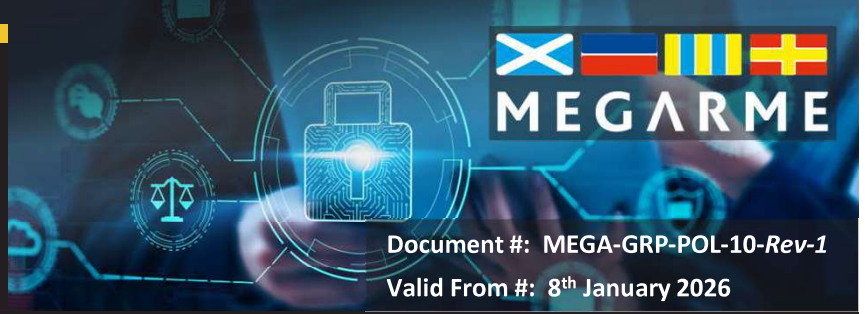
K. J. Pollitt

8-Jan-2026

Kevin Pollitt – HSEQ Director

POLICY

CORPORATE WELFARE & GOVERNMENT ASSISTANCE POLICY



Document #: MEGA-GRP-POL-10-Rev-1

Valid From #: 8th January 2026

POLICY STATEMENT

Megarme Group is committed to safeguarding the health, well-being, and welfare of all personnel. We recognise that effective welfare arrangements support safe operations, positive mental health, and sustainable performance across all activities.

SCOPE AND APPLICABILITY

This policy applies to all Megarme Group employees, contractors, and personnel working under Megarme control in all operating locations.

WELFARE COMMITMENTS

Megarme will:

- Provide a safe, healthy, and respectful working environment.
- Identify and manage risks to physical and psychological well-being.
- Promote early reporting of fatigue, stress, illness, or welfare concerns.
- Provide suitable welfare facilities appropriate to the nature and location of work.
- Support personnel during periods of work-related or personal difficulty, where reasonably practicable.

WORKPLACE CULTURE AND RESPECT

Megarme promotes an inclusive workplace where dignity, fairness, and mutual respect are maintained. Bullying, harassment, or behaviours that negatively affect welfare are not tolerated.

ROLES AND RESPONSIBILITIES

- Management is responsible for implementing this policy and promoting personnel welfare.
- Line managers monitor welfare within their teams and respond to concerns.
- Personnel are encouraged to look after their own well-being, support colleagues, and raise concerns.

REPORTING AND SPEAK-UP

Welfare concerns may be raised through normal management or reporting channels without fear of retaliation. All concerns will be handled confidentially and fairly.

MONITORING AND REVIEW

This policy forms part of Megarme's Integrated Management System and is reviewed periodically to ensure continued suitability, effectiveness, and improvement.

LEADERSHIP COMMITMENT

Megarme leadership is committed to embedding personnel welfare into everyday operations and decision-making.

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8-Jan-2026

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11-Jan-2026

Kevin Pollitt
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MA Rayner

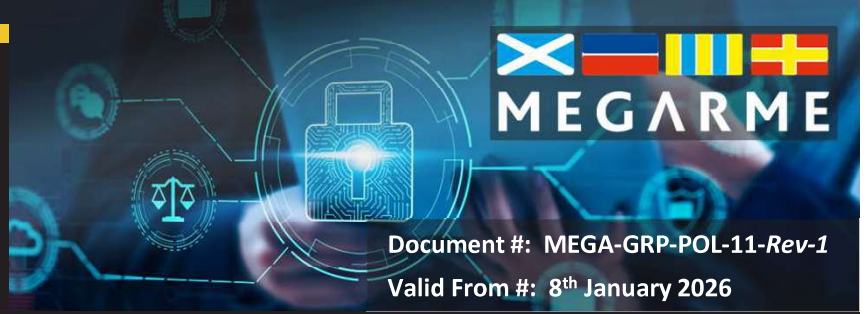
9-Jan-2026

Matthew Rayner
Business Development Director

POLICY

SOCIAL MEDIA

POLICY



OVERVIEW: This policy provides clear guidelines for all Megarme-Group personnel when using social media platforms, including LinkedIn and all other channels. Our aim is to promote a positive, professional, and consistent online presence that reflects the values and high standards of our company. Every post, comment, and shared image should embody respect, integrity, and care for our brand, our clients, and our colleagues. It applies to both company and personal accounts when referencing Megarme-Group.

GENERAL DO'S AND DON'Ts

☑ DO's:

- Maintain a positive, professional tone that reflects company values.
- Ensure content is accurate, respectful, and appropriate for public view.
- All photos must be vetted for safety violations and compliance with best practice.
- Obtain written approval from clients before posting any photos taken on client sites.
- Submit all social media content for internal review to: social.media.review@megarme-group.com.

☒ DON'Ts:

- Do not **MR1** confidential, internal, or unverified information.
- Never post photos from restricted or secure areas without proper camera permits.
- All company-related content must go through the official approval process.
- Avoid any content that could damage the reputation of Megarme Group, its clients, or its staff.
- Do not make comments or posts that are threatening, harassing, discriminatory, defamatory, or retaliatory.
- Do not offer advice to clients or present personal opinions as those of the company.
- Refrain from sharing grievances about your job, colleagues, or manager online.

PHOTO AND CONTENT GUIDELINES

Safety and Best Practices: All photographs and visual content must be carefully vetted for any safety violations and adherence to best practices. This ensures that every image supports our commitment to a secure and professional work environment.

Client Sites and Secure Areas: Any photo taken on a client's site must have the client's explicit, written approval before posting. This requirement safeguards client confidentiality and respects their operational guidelines. Posting of photographs taken in secure areas, especially those that require camera permits, is strictly prohibited. This is essential for ensuring the safety of our staff and the protection of company interests.

PERSONAL ACCOUNTS AND TAGGING THE COMPANY

This policy applies to both official and personal social media. Any post that tags, mentions, or shows Megarme-Group, its clients, or worksite photos must follow the same standards as official communication. Employees must act professionally, avoid sharing confidential or internal matters, and get approval before posting work-related content.

CONTENT APPROVAL PROCESS

All social media posts must be submitted to the QHSE and Business Development departments for review. If deemed necessary by either department, the Managing Director (MD) may also be required to approve the content, particularly if it carries sensitive or strategic implications. All proposed posts, including visuals, must be sent to social.media.review@megarme-group.com, along with written client approval for any images taken on client sites. No content should be published until full approval has been granted.

Megarme-Group is committed to fostering a positive and secure digital presence. By adhering to this social media policy, every team member plays a role in protecting our reputation, maintaining safety standards, and showcasing our strengths to the wider world. For any clarifications, or to begin the approval process, please contact: social.media.review@megarme-group.com

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8-Jan-2026

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11-Jan-2026

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9-Jan-2026

Matthew Rayner – BD Director

CODE OF CONDUCT

HULL THICKNESS MEASUREMENT SERVICES



Document #: MEGA-GRP-POL-12-Rev-1

Valid From #: 11th January 2026

CODE OF CONDUCT FOR HULL THICKNESS MEASUREMENT SERVICES

This Code establishes professional standards for hull thickness measurement services to ensure compliance with Lloyd's Register (LR), the American Bureau of Shipping (ABS), and DNV-GL. It guarantees measurement accuracy, reliability, and integrity while maintaining safety and ethical practices.

Personnel Competence: Surveyors must be qualified and certified per LR, ABS, and DNV-GL standards. They must have documented training and experience in ultrasonic thickness measurement (UTM), ship structures, and corrosion detection. Continuous professional development (CPD) is mandatory to maintain certification. A responsible Level II or III inspector must oversee all surveys to ensure compliance with industry best practices.

Equipment & Calibration: UTM equipment must comply with LR, ABS, and DNV-GL technical standards. All instruments must be properly maintained and calibrated per manufacturer and classification society guidelines. Calibration certificates must always be available for review. Backup equipment must be on-site to avoid survey disruptions.

Measurement Procedures: All thickness measurements must follow approved classification society procedures. Close-up surveys must be conducted where necessary to examine structural integrity. Measurement locations should be selected per classification society recommendations and documented accordingly. Any anomalies or significant deviations in thickness readings must be verified by a qualified surveyor.

Reporting & Documentation: Reports must be clear, accurate, and meet the required format of LR, ABS, and DNV-GL. They must include vessel details, the scope of the survey, measurement methodology, and equipment used. Reports should reference specific readings to ship structure diagrams and include observations on corrosion, pitting, and structural damage. Digital records, photographic evidence, and graphical representations should be incorporated where applicable. All reports must be verified and signed by the responsible surveyor before submission.

Professional Conduct: Surveyors must conduct themselves with integrity, impartiality, and professionalism. Falsification, alteration, or misrepresentation of data is strictly prohibited. Any conflicts of interest must be disclosed prior to the survey. Safety procedures, including compliance with vessel and industry safety regulations, must be strictly followed. Cooperation with classification society representatives and vessel owners is required during audits or inspections.

Compliance & Audits: Companies must implement internal quality control processes to ensure compliance with LR, ABS, and DNV-GL requirements. Regular audits and performance reviews must be conducted. Non-conformities must be documented, and corrective actions implemented promptly.

Health, Safety & Environment Responsibilities: Personnel must follow all safety protocols while working in hazardous ship environments. Proper personal protective equipment (PPE) must be worn at all times. Surveys must not be conducted in unsafe conditions, including confined spaces with inadequate ventilation or unstable structures. Environmental regulations must be followed to prevent contamination or pollution during inspections.

Confidentiality & Data Security: All survey information must be kept confidential and not disclosed to unauthorized parties. Digital records and reports must be securely stored to prevent unauthorized access or tampering. Companies must establish data protection policies in compliance with classification society and international data privacy regulations.

Enforcement & Disciplinary Actions: Any breaches of this Code may result in disciplinary action, including suspension or termination of certification. Repeated violations or deliberate falsification of reports will lead to permanent disqualification from conducting hull thickness surveys. Companies must establish a transparent process for handling complaints and resolving disputes related to survey integrity.

By adhering to this Code of Conduct, hull thickness measurement services ensure compliance, accuracy, and professionalism while contributing to the safety and integrity of maritime structures.

Alex Lee

Alex Lee (Jan 11, 2026 18:57:05 GMT+1)

11-Jan-2026

Alex Lee – Managing Director

K. J. Pollitt

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12-Jan-2026

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