TRAINING & DEVELOPMENT POLICY

ZEAQUEST's Training & Development Policy outlines the company to enhance the skills, knowledge, and competencies of ZEAQUEST personnel by providing structured training and development opportunities. This policy supports our commitment to high safety and operational standards in subsea inspection, repair, and maintenance.

This policy applies to all employees across all levels within ZEAQUEST. It covers training in technical skills, safety protocols, leadership, and other relevant areas essential for personal and professional growth.

Types of ZEAQUEST's Training & Development Programs:

1. **Induction Training:** A structured onboarding program to familiarize new employees with ZEAQUEST's safety policies, operational procedures, and corporate culture.
2. **Technical Skills Training:** Specialized training for roles that require specific technical expertise, such as ROV operation, equipment handling, and subsea inspection techniques.
3. **Safety and Compliance Training:** Regular mandatory training on safety protocols, PPE requirements, and regulatory compliance, with refresher sessions to ensure consistent adherence.
4. **Soft Skills and Leadership Development:** Programs designed to enhance communication, problem-solving, teamwork, and leadership skills to prepare employees for advanced roles.
5. **Certification and Licensing Programs:** Support for certification courses relevant to the industry, including ISO, safety certification, and other qualifications.
6. **Continuous Professional Development (CPD):** Encouragement for employees to attend conferences, workshops, and other learning opportunities to stay updated on industry trends and innovations.

ZEAQUEST is committed to promoting from within. High-potential employees identified through evaluations and training outcomes may be considered for advanced development programs or leadership training to prepare them for future roles within the organization.

Thasaphich Thavornsuk
Chief Executive Officer
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