

QUALITY, HEALTH, SAFETY AND ENVIRONMENTAL POLICY



SubseaDesign's QHSE policy is to achieve sustained, profitable growth by providing services that consistently satisfy the needs and expectations of its customers without compromising neither the health or the safety of each individual or the environment.

Excellent QHSE performance shall be obtained by developing individual and group values, attitudes and competencies. The QHSE culture shall be understood, shared and practiced by all employees as an integral part of everyday business. In the daily work, the level of quality is achieved through adoption of a system of procedures, processes, programmes and guidelines that reflect the competence of the Company.

Achievement of this policy involves all staff, who is individually responsible for the QHSE aspects of their work, resulting in a continually improving working environment for all. This policy is made available and communicated to all employees.

The objectives of the QHSE Management System are:

- To maintain an effective Management System complying with the ISO9001, ISO14001 and ISO45001 standards.
- To promote the use of process approach in the business processes.
- To promote risk-based thinking, - address risk and opportunities in all of our activities.
- To promote the health and wellbeing of all personnel.
- To prevent any accidents.
- To minimize the impact on the environment from our activities.
- To achieve and maintain a level of quality which enhances the Company's reputation with customers.
- To ensure compliance with relevant statutory, safety and contractual requirements. Additionally, we will adopt a strict ethical behaviour and sound professional judgment in all our activities.
- To endeavour, at all times, to maximize customer satisfaction with the products and services provided.
- To protect and prevent unauthorised access to the company's IT system.

We will integrate the following governing principles in all our activities:

- **Human rights, Business ethics and Sustainability.** SubseaDesign shall conduct its business in accordance with the principle of sustainable development and shall adhere to internationally recognized fundamental standards for occupational health and safety, environmental protection, child labour and human rights as well as responsible corporate governance. It shall commit to the principles set forth in internationally recognized ethical laws and regulations and practice strict corporate governance. No work will be performed that compromise business ethics or human rights. Equal commitments will be demanded from suppliers and contractors. SubseaDesign will adhere to the Transparency act.

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- **Health and Safety.** No activities will be carried out without taking the necessary steps to perform it safely and without any risk to our employees, suppliers, customers or others. We commit to involve the employees in our activities to maintain an inclusive working environment and effective improvements within health and safety.
- **Environmental.** We will work to minimize any unforeseen impact from our activities to the environment with regard to both waste and material use in supplying our equipment and in operation of our delivered products. We support the scientific based emission targets in line with the 1.5°C global warming target. We will publish an annual sustainability report and work towards reduction of the CO2 emission.
- **Quality.** Our products and services shall be developed and delivered to a high-quality standard. Quality shall be included in all phases of the product development and the final product shall meet or exceed customer's expectations.
- **Risk.** Risk management is incorporated into the operational planning and execution of processes in SubseaDesign to minimise the impact of risks. Opportunities and risks are identified, assessed and monitored on an ongoing basis for the company and its individual projects. Any risks compromising our long-term viability will be identified and handled. This includes risks related to the context of the organisation.
- **Continuous improvement.** We will continuously work to improve our business processes, QHSE performance and developed products.
- **Competency.** We will continuously develop and improve our employees' knowledge and skills through training, guidance and appropriate tools to ensure that they fully implement this QHSE philosophy and to ensure that they keep the required level of professional knowledge to carry out their work in our knowledge-based organisation.
- **Information Technology.** Computer based systems are the main working tools for SubseaDesign's activities and are managed and monitored with high degree of Confidentiality, Integrity and Availability. Access to the IT system is strictly regulated and monitored. Protection system to prevent any undesirable activities are in place. Work towards ISO27001 compliance.
- **Suppliers.** SubseaDesign will use suppliers and contractors with the same high level of business standards as the company itself.

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