



## **HEALTH, SAFETY, ENVIRONMENT AND QUALITY POLICY STATEMENT**

Hughes Subsea Services Ltd (Hughes Subsea) is committed to maintaining the highest possible standards of Health, Safety, Environmental and Quality (HSEQ) performance throughout the business and maintains critical processes to ensure all standards are consistently maintained to provide a safe environment for workers, and maximum satisfaction for customers. Our core business is structured to ensure regular and effective delivery of our activities on schedule, within budget and with minimum risk, ensuring our customers' expectations are fully satisfied efficiently and safely time after time.

All workers have the right to **STOP** work at any time if they are concerned about health and safety. Workers have the right to refuse to engage in any activity they feel to be unsafe, and to raise their concerns with management. All concerns raised shall be treated with respect and investigated to ensure a safe working environment is provided.

Our core values reflect our commitment to high standards:

- Family: An inclusive approach to business, working closely with all of our interested parties to deliver high quality and excellent services;
- Safety: A strict and responsible approach to safety, implementing rigorous high standards to ensure everyone gets home safe;
- Excellence: The consistent delivery of highly efficient services, exceeding our clients' expectations and supporting a sustainable business approach.

Hughes Subsea maintains an integrated business management system in compliance with ISO 45001, ISO 9001 and ISO 14001, maximising the effectiveness of HSEQ systems. We commit to:

- Ensure that all workers, contractors, visitors and members of the public are provided with safe and healthy working environments, by maintaining safe working practices in line with legislation and industry best practice, and maintaining safe equipment, plant, and work facilities;
- Eliminate hazards and reduce occupational health and safety risks to all workers, contractors, visitors and members of the public as far reasonably practicable;
- Work to minimise and eliminate pollution and other environmental impacts;
- Continually improve the business management system and company operations;
- Develop achievable and measurable HSEQ objectives to monitor performance;
- Identify legal obligations, regulatory provisions and industry best practice, and implement measures to ensure compliance;
- Engage with all stakeholders to promote our HSEQ agenda and our commitment to impeccable safety performance;
- Implement effective waste management measures to reduce environmental impact As Low As Reasonably Practicable (ALARP);
- Cultivate and encourage a positive HSEQ culture, to ensure all workers act responsibly and contribute to the continual improvement of the management system, including a transparent and robust process of reporting for all HSEQ issues;



- Pursue a positive approach to Corporate Social Responsibility;
- Implement regular audit, monitoring and review of the management system to ensure measurable performance and continual improvement;
- Ensure all workers receive adequate training, information, instruction and supervision to enable them to perform safely, effectively and competently;
- Implement a robust hazard identification process to ensure all risks and impacts are recognized and mitigated ALARP, taking into account all legal and regulatory requirements and customer specifications;
- Ensure all activities are adequately planned, including assessment of required resources, competent persons, and organisational knowledge;
- Implement measures to effectively consult with workers and other key stakeholders on matters relating to HSEQ.

The Management Team is fully committed to the requirements of this policy statement and shall take all necessary measures to ensure continued compliance. This Policy shall be communicated to all personnel under the direct control of the company via induction, public display, and hosting on the company intranet. An annual review of this policy shall be conducted to ensure it remains applicable and relevant.

Signed



Managing Director

Mike Bailey

Date: 04/03/2024