



# HSEQ Policy and Commitment

## Seajacks UK HSEQ Policy:

- Has a systematic approach to HSEQ management, designed to ensure compliance with the law and relevant regulatory requirements and to achieve continuous performance improvement;
- Sets targets for continuous improvement and measures, appraises and reports on performance;
- Requires external providers to manage HSEQ matters in line with this policy;
- Includes HSEQ performance in the appraisal of all staff and rewards accordingly;
- Acknowledges the need to understand the context of our operation in order to enhance our ability to minimise the risks and maximise the opportunities available to us whilst providing a customer focused service.

## Our HSEQ commitment is something we strive for as it provides us with direction.

Within Seajacks UK we are committed to:

- Pursuing the goal of no harm to people;
- Protecting the environment;
- Using material and energy efficiently;
- Playing a leading role in promoting best practice in our industries;
- Managing HSEQ matters as any other critical business activity;
- Promoting a culture in which all Seajacks employees share this commitment;
- Providing the necessary resources to enable effective implementation of the HSEQ integrated management system.

In this way we aim to maintain an HSEQ performance we can be proud of and to sustain the confidence our stakeholders have in us.

**This commitment is endorsed by the Seajacks UK Chief Executive Officer, February 2018, and subsequently adopted by all Seajacks staff.**

A handwritten signature in black ink that reads "W. B. B. Ainslie".

To achieve implementation of this policy Seajacks operates an Integrated Management System certificated to ISO 9001, 14001 and OHSAS 18001 standard.

This policy will be revised as necessary but reviewed annually as a minimum.

