



Health, Safety, Environment & Quality Policy

Seajacks UK HSEQ Policy:

- Has a systematic approach to HSEQ management designed to ensure compliance with the law and relevant regulatory requirements
- Sets targets for continuous improvement and measures, appraises and reports on performance
- External providers are required to manage HSEQ matters in line with our policies and expectations
- Includes HSEQ performance in the appraisal of all staff and contractors
- Strives to provide customer and wider stakeholder satisfaction and safe delivery of our services

We are committed to:

- Develop and maintain a safety culture that strives for excellence
- Providing a safe working environment for all by applying the principles of the **Seajacks** 'Safety Today' rules
- Communicating openly with our workforce about health, safety and environmental matters
- Support and encourage our workforce to achieve and maintain a positive well being and good mental health
- Protecting the environment by using material and energy efficiently
- Minimising waste and promoting the use of recyclable and renewable materials with the life cycle approach, including through the life of our vessels from build to recycle
- Assessing and documenting the environmental impacts of **Seajacks** activities (appropriate to the context of the business and the needs and expectations of our stakeholders)
- Preserving security including data, IT infrastructure and critical systems against cyber attacks
- Playing a leading role in promoting best practice in our industries
- Managing HSEQ matters as any other critical business activity
- Implementing measurable goals and objectives to positively influence the effectiveness of **Seajacks** activities
- Promoting a culture in which all **Seajacks** employees share this commitment

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, Blair Ainslie, April 2022**, and subsequently adopted by all Seajacks staff.