

Sirona Subsea Limited are committed to managing health and safety risks in our working environment to protect employees, customers, contractors and the general public. Minimising the company's impact on the environment is fundamental to the way in which we do business.

We aim to promote and develop a culture within our company where the approach to Health, Safety and the Environment is integral to our activities and operations. The directors and management shall lead by example.

It is therefore our policy to:

- Develop and maintain a safety management system which complies with the requirements of the ISO 45001 standard.
- Develop and maintain an environmental management system which complies with the requirements of the ISO 14001 standard.
- Comply with all relevant statutory, regulatory and customer HSE standards.
- Continually improve the effectiveness of our HSE system.
- Provide a safe workplace, safe equipment and safe systems of work to minimise the risk of injury or damage to health.
- Encourage a culture of intervention where any unsafe act is observed.
- Communicate this properly to all employees and ensure that it is understood
- Investigate all relevant incidents (including near misses) and communicate outcomes in appropriate manner
- Management shall undertake regular reviews of this policy to ensure continuing stability to our business. Consultation with employees shall form part of the review process.

Responsibility for the implementation of this Policy lies with line management and originates from the Business Directors

For and on behalf of Sirona Subsea Ltd

A handwritten signature in blue ink, appearing to read "Sheldon Jeffrey", is written over a faint, larger version of the Sirona Subsea logo.

Sheldon Jeffrey
Director

8th March 2023