

## **H2 Offshore AS Health, Safety, Security, Environment, and Quality (HSSEQ) Policy**

1. Introduction
2. H2 Offshore AS ("the Company") is committed to achieving the highest standards of Health, Safety, Security, Environment, and Quality (HSSEQ) performance in all aspects of its operations. This policy reflects the Company's dedication to protecting the health and well-being of its employees, contractors, and the communities in which it operates, while minimizing its environmental impact and delivering high-quality services to its clients.
3. Health and Safety
4. a. Commitment to Safety: The Company prioritizes the health and safety of its employees and stakeholders as a fundamental aspect of its operations. We are committed to providing a safe and healthy work environment by identifying and mitigating hazards, implementing robust safety procedures, and promoting a culture of safety awareness and accountability.
5. b. Compliance with Regulations: We comply with all applicable health and safety laws, regulations, and industry standards to ensure the protection of personnel, assets, and the environment.
6. Security
7. a. Protection of Assets: H2 Offshore AS is committed to safeguarding its assets, personnel, and information from security threats and risks. We implement appropriate security measures to prevent unauthorized access, theft, vandalism, and other security incidents.
8. b. Crisis Management: The Company maintains effective crisis management plans and procedures to respond promptly and effectively to security incidents, emergencies, and other unforeseen events.
9. Environment
10. a. Environmental Stewardship: H2 Offshore AS recognizes its responsibility to minimize its environmental footprint and preserve natural resources. We strive to prevent pollution, reduce waste generation, and minimize the environmental impact of our operations through sustainable practices and innovation.
11. b. Compliance with Environmental Regulations: We adhere to all applicable environmental laws, regulations, and standards, and continuously seek opportunities to improve our environmental performance.

12. Quality

13.a. Quality Excellence: The Company is committed to delivering services and products that meet or exceed customer expectations and industry standards. We maintain a robust quality management system to ensure the consistent delivery of high-quality outcomes and continuous improvement.

14.b. Customer Satisfaction: We value feedback from our customers and stakeholders and use it to enhance our processes, products, and services, ultimately driving customer satisfaction and loyalty.

15. Employee Responsibilities

16.a. Training and Competence: Employees are provided with adequate training, resources, and support to perform their duties safely, securely, and in compliance with HSSEQ requirements.

17.b. Reporting and Communication: Employees are encouraged to report any HSSEQ concerns, incidents, or near misses promptly and accurately to their supervisors or the designated HSSEQ focal points. Open communication channels facilitate the identification and resolution of HSSEQ issues.

18. Continuous Improvement

19. The Company is committed to a culture of continuous improvement in HSSEQ performance. We regularly review our policies, procedures, and performance metrics to identify opportunities for enhancement and innovation.

20. Conclusion

21. H2 Offshore AS is dedicated to upholding the principles of Health, Safety, Security, Environment, and Quality in all aspects of its business operations. Through proactive risk management, compliance with regulations, and a focus on continuous improvement, we strive to achieve excellence in HSSEQ performance and contribute to the well-being of our employees, communities, and the environment.

This policy is communicated to all employees, contractors, and stakeholders and is regularly reviewed and updated to ensure its effectiveness and relevance to the Company's operations. For any questions or clarification regarding this policy, employees are encouraged to contact the HSSEQ department or the designated HSSEQ focal points.