

# HSEQ POLICY

MOG-A-QAM-POL-001

Rev: 09



Motive Offshore Group Ltd will be the leading energy industry specialist, always prioritising the development of a highly skilled team, trusted to create sustainable, multisector solutions, that are innovative and tailored to our clients' needs including but not limited to fabrication, installation, maintenance, field service, rope access and inspection services to the onshore and offshore oil & gas and marine industries.

The principle aims of Motive Offshore Group Ltd are to ensure its context, risks and opportunities are identified, controlled, and communicated in all areas of our business, with the goal of achieving the highest level of equipment reliability and customer service with no personal injuries, no ill health, and no asset or environmental damage. We operate globally and pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our company values, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

Our Board of Directors accepts their accountability to maintain HSEQ as a business priority and will ensure that the HSEQ Management System continues to deliver against its intentions by promoting standards, adopting a process approach, and ensuring a proactive HSEQ culture is in place. Our Board of Directors also provide a framework to set clear and measurable HSEQ objectives and targets to ensure continuous improvement in occupational health, safety, environmental and the quality of our equipment and service delivery.

In order to implement these objectives, we at Motive Offshore Group Ltd commit to:

- Develop, implement, maintain, and continually improve a group wide HSEQ Management System with processes needed, that complies with the requirements of ISO 9001 and ISO 45001 and adopts the principals and concepts of ISO 14001.
- Regularly review, monitor, and evaluate the effectiveness and performance of our HSEQ Management System and HSEQ objectives.
- Conform, as a minimum to all applicable legal and other requirements to which we subscribe and will implement procedures to assure compliance.
- Provide a safe and healthy working environment for all our personnel including Sub-Contractors, Visitors, and any other interested party, with a commitment to preventing work related injuries and ill health by eliminating hazards so far as is reasonably practicable and reducing occupational health and safety risks.
- Define and allocate HSEQ roles, responsibilities and obligations of all personnel whilst ensuring that they are understood, monitored, and fulfilled.
- Provide information, training, supervision, equipment, and facilities to enable our personnel to carry out their work competently in a professional and safe manner with attention to quality and protection of the environment.
- Reduce waste to a minimum, prevent pollution and responsibly select and minimise the use of raw materials and resources to minimise the impact upon the environment.
- Determine interested parties and their requirements to ensure that products and services meet customer and applicable statutory and regulatory requirements.
- Consult with and encourage active participation from its employees and HSEQ Committee Members in all occupational health, safety, quality, and environmental matters.
- Communicate to our employees, external providers, and customers our commitment to the delivery of quality products and services, the health and safety of our employees and the protection of our environment.

This HSEQ Policy is communicated to all personnel and any other interested party and is regularly reviewed to ensure on-going suitability.

Dave Acton  
Chief Executive Officer  
August 2021

James Gregg  
Chief Operations Officer  
August 2021