

HSSEQ POLICY STATEMENT

MOG-A-QAM-POL-001

Rev 014



PEOPLE. PLANET. PRODUCT.

OUR VISION

Motive Offshore Group Ltd (MOG) and its companies are committed to becoming the leading specialists in the energy sector. We prioritise developing a highly skilled, trusted team that delivers sustainable, innovative, and customised solutions across multiple sectors. Our core values of People, Planet and Product underpin our culture and operating model across the Group.

OUR COMMITMENT TO HEALTH, SAFETY, SECURITY, ENVIRONMENT AND QUALITY (HSSEQ)

We are dedicated to not only meeting but exceeding our clients' expectations by providing high-quality products and services that are safe, environmentally responsible, and reliable. To fulfil this commitment, we are dedicated to:

- **Maintaining and Enhancing HSSEQ Standards:** We will uphold and continually improve our integrated HSEQ Management Systems in line with ISO9001:2015, ISO45001:2018, and the principles of ISO14001:2015. We commit to full compliance with all HSSEQ legal, regulatory, and other requirements applicable to our operations.
- **Eliminating Hazards and Reducing Risks:** We are committed to proactively identifying, assessing, and eliminating HSSEQ hazards and risks wherever possible to ensure a safe and secure working environment for all employees, third parties, and stakeholders and to ensure protection of the environment.
- **Conduct Ethical and Responsible Operations:** Our global operations are conducted ethically, with zero tolerance for harm to people, property, or the environment.
- **Fostering a Safe and Inclusive Culture:** We aim to prevent accidents, incidents, and ill health for our employees, contractors, visitors, and others affected by our work. We will identify and act on OH&S opportunities to improve performance.
- **Consultation and Participation of Workers:** We actively engage and consult with employees and their representatives on matters related to health, safety, environmental and quality improvements, fostering collaboration and ensuring all voices are heard. We commit to removing obstacles and barriers to worker participation where they exist.
- **Promoting Diversity and Inclusion:** We are committed to cultivating a healthy, diverse, and inclusive workplace. Our people are at the heart of everything we do, and we are committed to ensuring they feel supported, valued and empowered.
- **Ensuring Resource Adequacy and Training:** We provide the resources, information, training, supervision, equipment, and facilities necessary to ensure the safety of our people, the quality of our products, and the protection of our planet.
- **Promote Environmental Responsibility and Carbon Reduction:** We continually assess and strive to reduce our carbon footprint, aiming for Net Zero emissions and promoting environmental sustainability across all operations.
- **Minimising Waste and Pollution:** We aim to reduce waste, prevent pollution, and select and use raw materials responsibly to minimise environmental impact and fulfilling our environmental compliance obligations.
- **Safeguarding Confidentiality:** We uphold the confidentiality of all information, including sensitive client-provided data.
- **Define and Communicate HSSEQ Responsibilities:** We clearly define, communicate, and monitor HSSEQ roles and responsibilities across all levels, ensuring all personnel understand and fulfil their obligations.
- **Meeting Stakeholder Expectations Sustainably:** We engage with interested parties to identify and ensure our products and services meet customer, regulatory, and statutory requirements while also adopting sustainable practices. We are committed to enhancing customer satisfaction through the effective application of our HSSEQ systems.

OUR COMMITMENT TO CONTINUOUS IMPROVEMENT

MOG is committed to the continual improvement of our HSSEQ Integrated Management System, enhancing performance across quality, environment, and occupational health and safety while advancing toward Net Zero. We set, monitor, and review HSSEQ objectives at regular Management reviews, strengthen communication and oversight, and support the ongoing development and engagement of our people to ensure continual improvement and alignment with our strategic direction.

This policy is communicated to all MOG personnel, relevant stakeholders and interested parties, with regular reviews to ensure its continued relevance and effectiveness.

A handwritten signature in black ink that appears to read "D. Acton".

Dave Acton
CEO
December 2025