

At OceanTech, we are committed to maintaining a safe, compliant, and high-performance work environment in alignment with the stringent requirements of the oil and gas industry. Our policy ensures that all employees, contractors, and stakeholders operate in a workplace that prioritizes health, safety, environmental responsibility, and ethical conduct.

1. Health, Safety & Environment (HSE) Commitments

- Compliance with all local and international HSE regulations, including OSHA, ISO 45001, and industry-specific standards.
- A zero-incident culture, with proactive measures to prevent workplace injuries, accidents, and environmental harm.
- Mandatory personal protective equipment (PPE) and adherence to safe operating procedures (SOPs) at all times, both at our workshops and at Customers site.
- Regular HSE training, drills, and risk assessments to ensure operational safety and emergency preparedness.
- Training for offshore operations (Regulators training requirements) and specific Customer training requirements for the asset we operate.
- Continuous monitoring and reporting of safety hazards, near misses, and incidents for immediate corrective action.

2. Workplace Culture & Conduct

- A culture of respect, inclusion, and teamwork, ensuring a discrimination- and harassment-free workplace.
- Strict no-tolerance policy for workplace bullying, harassment, or any form of misconduct.
- Open and transparent communication between employees, contractors, and management to address concerns effectively.

3. Operational Integrity & Compliance

- Adherence to industry best practices, legal requirements, and company policies at all times.
- Strict compliance with anti-corruption, anti-bribery, and ethical business conduct regulations.
- Clear responsibilities and accountability for maintaining a compliant and professional work environment.

4. Work-Life Balance & Mental Well-being

OceanTech Confidential and Proprietary Information / All valid procedures are located in OceanTech WEB based Management System and has been through an electronic approval process. Only valid on date printed.

- Recognition of the demanding nature of oil and gas operations and support for adequate rest and rotation schedules.
- Access to mental health and employee support programs to promote well-being.
- Encouragement of work-life balance initiatives while ensuring operational efficiency.

5. Reporting & Continuous Improvement

- A confidential and non-retaliatory mechanism for reporting safety concerns, misconduct, or non-compliance.
- Regular audit processes and performance evaluations to ensure continuous improvement in workplace standards.
- Commitment to learning from incidents and applying lessons to enhance our safety culture.

By adhering to this policy and our Code of Conduct (Code of Conduct), we ensure a safe, ethical, and productive work environment, supporting our employees' well-being and our company's success.

Approved by: OceanTech Management

Effective Date: 27.03.202

