



OW HSSEQ POLICY

OW OFFSHORE S.L.

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1. PURPOSE

This policy provides a framework for setting objectives in addition to our commitment to comply regulatory and legislative requirements, promote a culture of safety and integrate the protection of people, assets and the environment in all the activities carried out by the company, satisfy stakeholders needs and expectations, ensure the highest levels of quality of our services, as well as our commitment to continually improve our management system.

2. POLICY

To support the strategic management of the organization in achieving their goals, OW is committed to maintaining a HSEQ Management System based on the requirements of the ISO 45001, ISO 14001 and ISO 9001 standards with the following principles:

- Provide safe and healthy working conditions for prevention of work-related injury and illness and as appropriate to the purpose, size and context of the organisation and to the specific nature of the Occupational Health & Safety (OH&S) risks and opportunities.
- Ensure that all identified OH&S risks are eliminated or, where elimination is not practicable, reduced so far as reasonably practicable.
- Communicate OH&S priorities and promote consultation and participation of workers, and, where they exist, workers' representatives.
- Maintain the knowledge and awareness of all employees by promoting training and development opportunities for them.
- Define specific and measurable objectives in relation to HSEQ management system, aligned with the company's strategy, and review the level of achievement at least once a year.
- Ensure compliance with contractual requirements, the legal ones that apply to the activity undertaken and the geographic location, and the requirements that the organization sets voluntarily.
- Carry out our activities within parameters of sustainable development, maintaining control and management of their environmental aspects that it produces, especially the most significant ones that can be produced in our activities developed in the marine environment.
- Ensure the protection of the environment, working in a respectful way, preventing pollution, minimizing the environmental effects produced as a result of our activities and improving the Company's environmental performance from a life-cycle perspective.
- Apply the principle of mitigation hierarchy (avoid, minimise, restore and compensate as a last resort) in all activities.
- Promote technologies that contribute to the mitigation of climate change and to the sustainable use of natural resources.

- Manage processes efficiently by applying the principle of continuous improvement and focusing these processes on defect prevention.
- Ensure highest levels of quality of our services to achieve a leadership position in an increasingly competitive market and constantly evolving.
- Assess the relevant information on a regular basis to maintain and continuously improve the HSEQ Management System.
- Inform the entire organization about the HSEQ Management System to encourage the active participation of employees and assess their suggestions for continuous improvement.
- Protect the integrity and security of OW people and assets .
- Ensure that the suppliers and contractors observe the requirements established by OW and that they participate in the safety culture that has been implemented.
- Establish links of cooperation with the customers, communities, industry associations, regulatory bodies, government agencies and other stakeholders to address health and safety issues in a customer-oriented, responsible, consistent, and transparent manner.

3. APPLICABILITY

- Everyone at OW shall assume these principles and be responsible for putting them into practice by carrying out the functions assigned within the framework of this HSEQ Management System and by complying with the relevant internal regulations.
- OW Business Units and Projects shall align their own HSSEQ Policy with this one.
- We are also responsible for passing these principles on to suppliers, subcontractors, sponsors, partners and collaborators involved in our operations so that they can implement them too.
- OW Management is committed to driving the development and implementation of this HSSEQ Policy in the firm belief that compliance with these principles will lead to the profitable growth of our business, maximizing the value of OW for its stakeholders.

Approved by the OW Board of Directors in Madrid, February 2024.