

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Scaldis nv is committed to being a responsible business in all areas of its operation with an objective to ensure that Corporate Responsibility remains integral to all our activities. Our aim is to balance growth and financial gain with social and environmental awareness and responsibility through continual improvement in five main areas:

Environment

Care of the environment is central to our business. Wherever we work we aim to preserve the environment and seek solutions to minimize the impact of all our activities. We will support industry initiatives that provide environmentally friendly solutions to our activities.

Further information can be found in the Scaldis nv Q-HSES Integrated Policy.

Communities

We strive to ensure that there is minimal disruption to the local community during our operations. Where possible we will support local economies through purchasing and employment and will consult with local communities and engage in community initiatives. We will support and respect the internationally recognized human rights laws and ensure that the Company is not implicit in any human rights abuse and comply with any national or international labor conventions and follow the Maritime Labor Convention.

Further information can be found in the Scaldis nv Q-HSES Integrated Policy, Scaldis nv Anti-Slavery and Human Trafficking Policy.

Marketplace

We will align ourselves with our Client's requirements and strive to provide cost-effective solutions taking all stakeholder requirements into consideration to ensure their objectives are achieved. We will learn through Client and Customer feedback in order to improve our services to all. We will use fair and ethical procurement policies throughout our supply chain and will encourage suppliers and sub-contractors to make efficient use of energy, materials and natural resources by promoting sustainable practices. Our communications will be transparent and responsive to the needs of interested parties.

Further information can be found in the Scaldis nv Q-HSES Integrated Policy, Scaldis nv Anti-Bribery and Corruption Policy, Scaldis nv Anti-Slavery and Human Trafficking Policy.

Workplace

We provide all our employees and contractors with a safe and healthy working environment. We will respect their needs and expectations with regards for their well-being, training and development requirements. We will ensure equality and diversity in the workplace. We will ensure any information or data held about our employees and contractors is held in accordance with national and international data protection laws.

Further information can be found in the Scaldis nv Q-HSES Integrated Policy, Scaldis nv Equality Policy,

The management team are responsible for ensuring that this policy is understood at all levels of the Company. Every employee shall play an active part in supporting the Company in implementing this policy which shall be achieved through management leadership, planning, delivery, checking and review.

As such our daily efforts will result in the prevention of injuries and damage to equipment and the environment. It is our belief that this will improve the profitability and competitiveness of Scaldis nv and will have a favourable influence on our employees and customer's satisfaction. All Scaldis nv Managers will implement this Policy within their Company remits.



Frank Elskens
General Manager

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