

It is the policy of Scaldis Salvage & Marine Contractors NV to carry out Marine Transport & Heavy Lift Installation operations to the entire satisfaction of our customers.

The impact of our operations on local communities we work among, the care of the environment and the safety and welfare of our employees are important values that we take into account in achieving this aim.

Our Commitment:

- Continuous improvement of our performance for safety, quality and environmental management through the utilisation of ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007.
- Ensure that the requirements of the Client are carefully recorded and fulfilled.
- Comply with local, regional and international maritime and statute laws and regulations, existing rules and stipulations, codes, standards and guiding principles as legally outlined or works according to industrial standards or community expectations, as well as the general guidelines, processes and instructions of SCALDIS NV.
- Understanding of the communities and interested parties which may be affected by our activities and to communicate with them to ensure co-operation in reducing impacts and increasing opportunities. We will listen to communities we work in to ensure their community, ethical and environmental values are respected and, where viable, enhanced.
- To establish, through this Policy and the associated Company processes, a framework for the setting of Company objectives which are regularly reviewed and monitored using Key Performance Indicators which are measurable.
- A safe and environmentally friendly working environment to prevent accidents, personal injuries, sickness absence and damage to the environment or equipment and further reducing the environmental impact of our activities in order to protect the environment in its entirety and prevent pollution by taking the necessary protective and preventive measures.
- Our employees are motivated through involvement in the development of their role.

Our Strategy:

- Take a risk based approach to determine the risks and opportunities of the activities of the business, which could affect the requirements of the contract specifications, local communities or interested parties and others. This is in order to increase peoples' satisfaction and to deliver a well-managed project to the Client.
- To agree and measure Company objectives regarding quality, safety and the environment, and to carry out the necessary monitoring and analysis in order to achieve continuous improvement of the Safety, Quality and Environmental Management System.
- To provide all the necessary resources to implement the Safety, Quality and Environment Policy and associated processes.
- Ensure technical and commercial support to our Clients from project development, project operations and post contract.
- Maintaining, assessing and continuously improving our integrated Safety, Quality and Environment Management System for all our activities.
- The commitment of everyone to perform in compliance with the Management System.
- Competent personnel are recruited with a continuous focus of having the "right person on the right job".

- A continuous investment in people and resources which are regularly reviewed. Training courses, including basic safety skills and the additional skills needed to deal with emergency situations are provided,
- Use of safe, environmentally friendly and well maintained equipment.
- Implement the same requirements stated in this Policy with our subcontractors and suppliers.
- Provide the necessary internal and external communications to ensure the Company objectives are disseminated and understood.

Every employee and worker within the business has the right to STOP the work in case it cannot be done in a safe, healthy and environmentally sound manner. There shall be no negative consequence to the person who calls for the work to STOP.

This Policy is further supported by the following policies:

- Anti Slavery and Human Trafficking Policy Statement
- General Data Protection Regulations Policy
- Equal Opportunities Policy
- Anti-Bribery & Corruption Policy
- Corporate Social Responsibility Policy
- Scaldis Code of Conduct Policy
- Social Media Policy
- Alcohol and Drugs Policy

As such our daily efforts will result in the prevention of injuries and damage to equipment and 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.

A handwritten signature in blue ink, appearing to be "Frank Elskens", written over a horizontal line.

Frank Elskens
General Manager

General Manager
Frank Elskens

29/11/2019