



People are at the heart of our success. That is why, at Scaldis Salvage & Marine Contractors NV, it is a premise that everyone who works for us and with us always goes home safely and in good health.

It is our policy to carry out marine transport & heavy lift installation operations to the entire satisfaction of our customers keeping in mind the safety, wellbeing and security of everyone who works for us, with us and for who may be affected by our operations including local communities where we operate and other third parties who may be impacted by our activities, offshore, onshore and in the office.

Every employee and worker working for Scaldis has the right to STOP the work in case it cannot be executed in a safe, healthy, environmentally sound and secure manner. There shall be no negative consequences to the person who calls for the work to STOP.

Further, it is our aim to improve our sustainability in all aspects, by creating awareness and investigate options to reduce our environmental impact, reducing energy, water and fuel use and improving the biodiversity of the environment.

Our strategy and commitment is FaCT:

Allowing **Forethought** by assessing and managing the risks and opportunities based on our risk management process to eliminate and/or mitigate hazards.

Applying **Craftmanship** at all levels of the Company that consists of specialist knowledge, a limitless sense of safety and genuine ownership to apply, maintain, evaluate and continuously improve our quality, health, safety, environment, and security processes that are based on ISO 9001, ISO14001 and ISO 45001 and that are designed to comply with local, regional, and international laws and regulations and local community expectations. Our Craftmanship meets Company objectives which are regularly reviewed and monitored using measurable Key Performance Indicators.

We will listen to communities we work in to ensure their community, ethical and environmental values are respected and, where viable, enhanced.

While craftsmanship is something personal, **Teamwork** is how we get the job done. This is achieved through clear agreements, clear division of roles and effective communication to ensure everyone makes a maximum contribution to the result. Together, we ensure a workplace where everyone has and takes the opportunity to give input and is always supported in making the right decision, including subcontractors and employees of third parties, by openly discussing risk and the challenges this presents and acting appropriately together to reduce and control these risks.

"This policy is endorsed by the Scaldis QHSES Management System and other policies, but it can only be effective if we all actively participate in taking responsibility for our own safety and the safety of others."

We expect daily efforts from all involved parties to prevent injuries, illness, damage to equipment and the environment. It is our belief that this will improve the profitability and competitiveness of SCALDIS and will have a favourable influence on our employees, stakeholders and communities, and our customers' satisfaction.

This policy is available on the Scaldis website and upon request to interested parties.

General Manager
Pieter Van der Avert

QHSES Manager
Nele De Langhe