

HSEQ POLICY

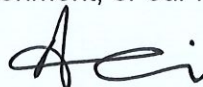
ODE Asset Management provide project management, engineering, procurement and operational maintenance, integrity, installation and pipeline operator services for the design, construction, installation, operation, and decommissioning of facilities for the oil and gas, petrochemical, and renewable energy industries.

We recognise that our long-term business success depends on our ability to effectively manage major accident hazards to protect the people that work for and with us, those that are affected by our activities and the environment in which we work, while continually improving the quality of our services and products. We realise that the standard we expect can only be delivered by taking personal responsibility for HSEQ and working together, by setting clear objectives and maintaining open communication channels.

Our commitment to **HSEQ** is a core value of the business and to deliver it we will:

- Actively promote HSEQ as a **core value** by 'visible felt leadership' from all personnel in positions of authority within our business.
- Practise the **7 Quality Management Principles**: customer focus, leadership, engagement of people, process approach, improvement, evidence-based decision making and relationship management.
- Comply with **legal, regulatory, and other requirements** and work to adopt industry best practice applicable in the countries in which we operate.
- Set **performance objectives**, measure results, assess and continually improve processes, services, and product quality, by implementing an effective and externally certified **Business Management System**.
- Ensure **effective and proactive management**, control, monitoring, and review to eliminate hazards.
- Ensure that **sufficient resources** are provided and that all employees, contractors and service providers' personnel are **trained and competent** to undertake their work safely.
- Promote the health and wellbeing of our workforce and take action to prevent and control **work related ill health**.
- Ensure that the principles of '**safe by design**', '**human factors**' and '**reduced environmental impact**' are embedded in all aspects of our service, including design, engineering and operations and maintenance.
- Understand and consider how our activities **impact the environment** and work to minimise that impact, by preventing pollution, reducing our natural resource consumption, minimising emissions and the reduction, reuse, and recycling of waste.
- We are **committed to achieve net target zero for carbon emissions by 2030** and will develop a strategy to cover our full value chain which we will align to a recognised Net Zero Standard.
- Undertake regular **emergency drills and exercises** to test our capability to respond quickly and effectively to any emergency or abnormal working condition.
- Report and investigate **all health, safety, and environmental incidents**, establish root causes, and take appropriate actions to prevent recurrence.
- **Consult and communicate openly** with interested parties to ensure that our policies, standards, expectations, and performance are understood.
- **Review this Policy annually** for continued suitability.

All employees, contractors and service providers working at ODE AM controlled locations or performing activities on behalf of ODE AM at other sites are required to work in accordance with the requirements of the Business Management System or other appropriate systems that meet or exceed this standard and to intervene in any situation that has the potential to cause harm to an individual, asset, the environment, or our reputation.



Sandy Reid, Managing Director