



## Group Health, Safety, Environment & Quality Policy Statement

Aqualis recognises that Health, Safety, Environment & Quality (HSEQ) matters are an integral part of its business performance. Exemplary performance in the areas of HSEQ is essential to fulfill our vision and meet the expectations of our stakeholders.

Aqualis is committed to prevention of all types of incidents, protecting people, the environment and customer property and conducting its business legitimately, ethically and in a socially responsible manner.

Energy and the oceans are at the centre of our business; the sustainability of both is vital for the future of our company and the world in which we operate. We aim to minimise our impact on the environment and seek to contribute positively towards the global sustainability of the planet we all share.

**Aqualis is committed to implementing the following 7 Strategic objectives into all decisions affecting our operations.**

- 1) **Planning:** Implementation of robust risk management and planning processes to control the way we operate. Aqualis will identify health & wellbeing, safety, environmental, security and business risks, and ensure that appropriate controls and contingency plans are in place to provide safe and healthy working conditions and to address unforeseen events.
- 2) **Execution:** Provision of safe, effective and reliable services and pragmatic solutions to our customers. Occupational health and safety values will not be compromised. No job is so important and no task so urgent that the necessary steps cannot be taken to perform it safely.
- 3) **Compliance:** Delivery in compliance with contractual and regulatory requirements. Aqualis will ensure that all applicable legal, regulatory and contractual requirements are met and adopt sound professional judgment where regulatory requirements do not exist.
- 4) **Customer Satisfaction:** To become the supplier of choice to our customers.
- 5) **Competency:** To ensure competence and foster the development of industry leading talent. Provide our employees with training and tools to ensure that they have the knowledge and skills needed to perform their work competently.
- 6) **Sustainable Responsible Business:** We will establish appropriate processes to minimise waste, use resources efficiently and encourage recycling. Encourage our stakeholders to adopt sound and economically feasible controls that will avoid or mitigate negative impact on the environment.
- 7) **HSEQ Performance:** Develop a culture that achieves excellence in HSEQ performance through our united effort and framework of objectives.

**Aqualis has placed the following ten expectations on all employees to successfully manage HSEQ aspects:**

- 1) **Leadership:** Lead by example by applying good leadership attributes, ensure ownership, competence and adherence to defined processes.
- 2) **Stop work:** To exercise the right to stop work when they believe that a situation exists that places them, co-worker(s), the environment or company assets at risk or in danger.
- 3) **Consultation and Participation:** Promoting open communication and consultation regarding quality, employee health & wellbeing, safety, security and protection of the environment and to actively participate and contribute in the company and customers' programmes
- 4) **Customer Focus:** Understand our customers' needs and endeavour to exceed their expectations.
- 5) **Commitment:** Be committed to the achievement of our business and HSEQ objectives.
- 6) **Consistency:** Establish consistent processes and systems in all Aqualis offices globally.
- 7) **Implementation:** Establish and implement lean processes that add value to the business.
- 8) **Reporting:** Report all concerns immediately to prevent unforeseen/undesired events and drive improvement.
- 9) **Improvement:** Subscribe to robust continual improvement methodologies and performance.
- 10) **Environmental Responsibility:** Work towards a companywide net zero carbon target to stay ahead of our markets & contribute to a net zero world.

We shall communicate, monitor and evaluate our HSEQ performance to ensure we maintain an effective assurance programme. This Policy Statement shall be made freely available to all interested parties.

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Chief Growth Officer

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