



Safety, Health and Environment Policy

Mermaid Subsea Services (Known as MSS or the Company) is committed to safety, the prevention of injury or loss of life, and the protection of its employees, the environment and all personnel, directly employed or subcontracted, who work within the framework of the Company and its subsidiaries.

In line with this commitment, this Safety, Health and Environment Policy (the "Policy") aims to inform all employees and Company associated personnel of our commitment to health, safety and protection of the environment. MSS assesses all identified risks to its vessels, personnel and the environment and has established appropriate procedures and safeguards.

MSS is committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- These conditions are appropriate to the purpose, size and context of our organization and specific to the nature of the OH&S risks and opportunities that we face;
- Providing a framework for setting OH&S objectives;
- Fulfilling legal and other requirements;
- Elimination of hazards and reduction OH&S risks;
- Continual improvement of the MSS Group SHEQS Management System;
- Extended Consultation and Participation of workers, and workers' representatives.

Responsibility for safety, health and environment is vested in the Executive Director of MSS. The Company insists that health, safety and the protection of the environment is top priority in all working activities conducted by the Company.

The Company will make resources available and take all necessary actions to provide a safe and healthy working environment for all employees and Company associated personnel. MSS provides a Safety, Health, Environment, Quality and Security ("SHEQS") System of procedures and instructions for the safe operation of company vessels.

MSS commits to continually improve performance by monitoring, measuring, revising systems and procedures towards safety, health and the prevention of pollution.

The Company provides training towards improving the safety management skills of shore based personnel and personnel onboard Company's vessels, including preparedness for emergencies related to both safety and the protection of the environment.

The Company is committed to complying with all local and national legal and regulatory requirements including the requirements of ISM, ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. It is the responsibility of all Directors, Managers and Supervisors to ensure that the principles of this Policy are complied with in all business areas. It is the responsibility of Top Management to ensure this Policy is known and understood by all employees, and that the Policy is regularly reviewed and updated.

This Policy applies to all MSS operations, all subcontractors and suppliers of the Company where HSE management may enhance the safety of MSS operations. Each person working for or on behalf of MSS has the authority to stop an unsafe act whenever he/she sees one.

Health, Safety and the protection of the environment is our responsibility.



Paul Whiley
Chief Operating Officer
01 January 2024

