

## HSEQ Policy

A2SEA offers integrated installation and service solutions for the offshore wind industry and our mission is to provide the industry with safer, sustainable, and more cost-efficient operations – through know-how, seamless integration of installation and service solutions, and quality of performance.

- Our success depends on our ability to continually improve the quality of our services, while protecting people and assets under our care and minimising our impact on the environment
- We are all committed to operational excellence and delivering flawless customer service by managing our assets, activities, supply chains and the use of resources in a responsible and professional manner
- We actively promote a culture of safety and environmental excellence, at all levels in the organisation, in order to achieve incident-free operation and improve our processes and performance
- We actively promote a fair and just culture in order to ensure open and timely communication throughout the organisation and with our stakeholders – and thus organisational learning
- We take responsibility for our own and others' safety and security and we are committed to ensure the prevention of human injury, illness and loss of life - it is our objective that people, in any capacity, shall be able to execute their work correctly under safe and healthy conditions
- We aim to reduce the environmental impact of our activities by efficient use of resources, avoidance of materials with significant environmental impacts and by employment of responsible disposal practices
- Our HSEQ efforts shall be aimed at identifying risks and preventing hazardous situations, accidents and non-conformities. Should such occur, every employee in the organisation is required to participate in determining and eliminating possible causes in order to prevent reoccurrence and to share lessons learned
- We manage our activities by establishing relevant operational procedures and ensuring compliance with these procedures by means of audit and inspection and by providing means for their regular review and verification
- We provide employees with the necessary resources, tools and training to achieve our HSEQ objectives and we cooperate with our clients, contractors and suppliers based on mutual respect – we will act honestly and with integrity and strive for active engagement with our stakeholders
- We set HSEQ targets, evaluate our performance and communicate openly with our stakeholders about our results - continuous improvement and setting industry best practice is our goal
- We give priority to HSEQ management and stress that standards and targets can only be met with the total commitment of every individual within the organisation

Fredericia, July 2017



Michael Glavind, CEO