



HSEQ Policy

Macro Offshore Management is committed to providing a safe and healthy workplace for all people involved in our activities, as well as contributing to sustainable development through environmental protection and assuring quality in all aspects of our operations.

All activities shall be planned and performed according to our "zero tolerance" principle which comprises avoiding harm to personnel, environment, assets and reputation.

HSEQ Objectives

- Prevent work-related injury and illness by eliminating hazards and controlling risks;
- Minimize impact on the environment by energy efficient operations and reduced consumption;
- Protect the marine environment from unintended release of harmful substances;
- Ensure technical integrity by maintaining and operating the assets in a responsible manner;
- Comply with legal and client specific requirements, and applicable codes and standards;
- Provide reliable and high-quality services to our customers satisfaction.
- Safeguard employees, assets, and digital information to prevent unauthorized access, protect against cyber threats, and ensure business continuity.

The following are key elements to achieve these objectives:

- Ensuring HSEQ considerations always prevails over operational priorities;
- Ensuring that every level of management demonstrates HSEQ responsibility through hands-on leadership and behavior;
- Ensuring that all employees take responsibility for the safety and well-being of colleagues, contractors and guests;
- Ensuring involvement of workforce by consulting workers representatives in matters related to health and safety;
- Ensuring that all risks are identified, communicated and managed;
- Ensuring that technical and operational barriers against major accidents are identified and managed, including monitoring of their performance;
- Ensuring that environmental aspects and impacts are identified and managed;
- Ensuring that suitable procedures including emergency response plans are established and kept up to date;
- Ensuring that training and information required to perform work tasks safe and efficient is provided;
- Ensuring that experience transfer is actively used to learn and improve;
- Ensuring that customer feedback is facilitated, and complaints acted on to meet customer expectations;
- Ensuring that personnel and contractors adhere to our policies and procedures;
- Ensuring robust security measures to protect personnel and assets are implemented and maintained;
- Ensuring systems to defend against cyber threats, including malware, phishing, and data breaches are continuously improved.

MACRO OFFSHORE MANAGEMENT AS
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In line with our core values, we will act responsibly towards our main stakeholders and share knowledge and experience openly. We believe that being accountable is essential to our success.

All our personnel and contractors are entitled, and expected, to stop unsafe work.

We will continuously improve our HSEQ management system by developing the system in line with industry best practice and new knowledge.

This policy is subject to periodic review to ensure relevance in relation to the scope of the organization and its activities and is communicated to all those working for and on behalf of Macro Offshore Management and available to all interested parties.

As Managing Director, I will make sure that the company's top management provides the necessary resources, support and guidance so that the quality of services is continuously improved.

Stavanger, 11th December, 2025

A handwritten signature in blue ink, appearing to read 'Tom Friesland'.

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