

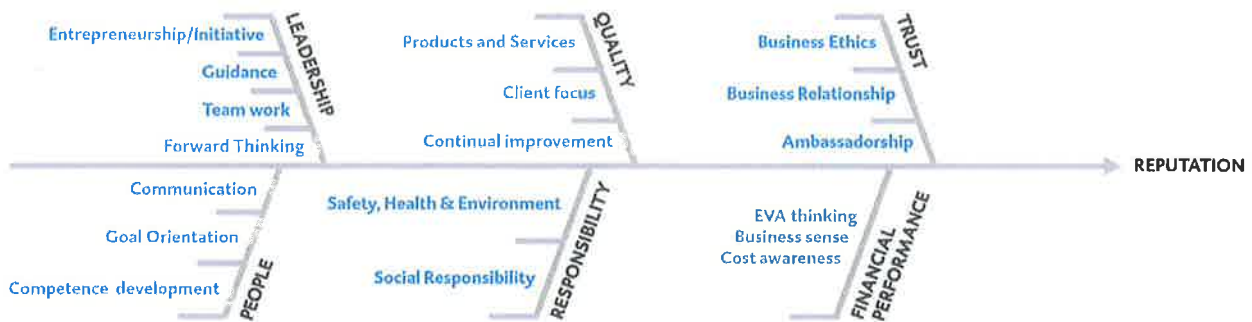
HFG Policy Statement



Heerema Fabrication Group (HFG) is a leading engineering and fabrication contractor for large and complex offshore structures for the oil & gas and energy industry.

Building on Reputation

We have a solid reputation, earned through professional conduct and successful execution of projects. The Heerema values are the key to achieving our objectives and preserving our reputation.



These values will be maintained by:

- Leading by Example (helping our customers to succeed, setting clear targets)
- Caring for our People (hiring and developing talent, allowing room for creativity, growth and ambition)
- Delivering Quality (delivering long term quality, executing efficiently and effectively)
- Acting Responsibly (putting safety and environment first, being aware of cultural sensitivities and ensuring compliance with corporate governance, legislation and regulations)
- Striving to Earn Trust (keeping promises, conducting business in an honest way, being consistent and transparent)
- Aiming for Continuity (endeavouring to create long-term value and guarantee profitability)

All accidents are preventable. We will therefore actively pursue our ultimate objective of an accident free and efficient workplace and prevent harm to personnel, stakeholders, facilities and the environment. We recognise that Quality, Safety, Health and Environment are critical to success of the organization and will therefore ensure communication, knowledge of and compliance with our values, policies, rules and operating standards. We will eliminate hazards and reduce Occupational Health & Safety risk and ensure consultation and participation of workers in Health and Safety matters.

HFG maintains an integrated management system, meeting the requirements of ISO9001, ISO14001, ISO45001 and all relevant statutory obligations. We are committed to the delivery of products and services that meet the requirements of our customers. We ensure the continual improvement and effectiveness of the HFG Management System through regular assessment and review.

This policy is communicated, implemented and maintained at all levels of the organization as well as relevant interested parties.

Heerema Fabrication Group, 21 February 2022

Koos-Jan van Brouwershaven
CEO

Peter Huisman
CFO

Building on Reputation!