

# MANAGEMENT POLICY



The Heerema companies deliver solutions and create sustainable value(s) on projects within the offshore energy industries. Our mission is to be the Fabrication Contractor of choice by delivering projects on-time and with high quality standards, thereby continuously building on our reputation and respecting our values.

## Making the impossible possible

We scale our legacy of making the impossible possible by specialized engineering and fabricating structures for the offshore industry.

For clients and stakeholders, we create value by maximizing the potential of our assets and human capital, driven by a culture of agility, collaboration, and continuous improvement.

We provide clear and comprehensive policies for our employees, subcontractors, and suppliers to ensure we operate responsibly.

## All accidents are preventable

We will, therefore, actively pursue our ultimate objective of an accident-free and efficient workplace and prevent harm to stakeholders, facilities, and the environment. We recognize that Quality, Health, Safety, and Environment are critical to the 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, reduce Occupational Health & Safety risk, and ensure consultation and participation of workers in Health and Safety matters. We created the Dare to Care mindset supported by our House Rules to guide us and provide a safer workplace for everyone.

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

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

Heerema Fabrication Group, 16 October 2024

Richard Spronk  
CEO

