

# 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 leading Marine Contractor by providing constructive cooperation in creating sustainable value(s) for clients and other stakeholders. Sustainability is an integral part of our identity, embedded in our daily work practices.

## Making the impossible possible offshore

We scale our legacy of making the impossible possible offshore by delivering innovative and sustainable solutions for our clients in the transportation, installation, and removal of offshore infrastructure.

For clients and stakeholders, we create value by maximizing the potential of our fleet 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 Marine Contractors, 1 September 2022

Philippe Barril  
CEO

