



# Huisman QHSE policy

At Huisman, we are committed to maintaining the highest standards in Quality, Health, Safety, and Environmental (QHSE) management. We aim to deliver high-quality, reliable products and services while prioritising the health and safety of our employees, clients, suppliers, visitors to our locations, and users of our products. In addition, we are dedicated to minimising our environmental impact and contributing to positive change. To achieve these goals, we adhere to the following key principles:

## QUALITY

- We deliver products and services that consistently meet contractual agreements.
- We understand our roles and expectations in project execution, striving to achieve the “First Time Right” principle.
- We continuously evaluate and improve our processes and procedures to enhance quality.

## HEALTH AND SAFETY

- We strive for zero harm and zero Lost Time Incidents (LTI).
- We create and maintain a safe working environment throughout the entire lifecycle of our equipment, from design to service, to prevent accidents, injuries, and work-related illnesses.
- We comply with Huisman Golden Rules and all applicable health and safety regulations and standards.
- We continuously monitor, evaluate risks, and take preventive mitigation actions.

## ENVIRONMENT

- We minimise our environmental footprint by reducing waste, resource consumption, emissions, and preventing pollution.
- We comply with all relevant environmental laws and regulations.
- We adopt more efficient energy practices, utilise renewable energy sources, and support sustainable business models.

## COMPLIANCE AND CONTINUOUS IMPROVEMENT

- We ensure compliance with all relevant laws, regulations, and industry standards.
- We regularly assess our QHSE performance and set measurable goals for improvement.
- We foster a culture of continuous improvement through feedback and collaboration and thorough investigation of reported issues including, but not limited to Non-conformities, Audit Findings, and Incidents.

## EMPLOYEE ENGAGEMENT & SAFETY CULTURE

- We provide a safe and respectful working environment.
- We encourage active participation and feedback from all employees in QHSE initiatives.
- We provide ongoing training and development to empower employees to contribute to QHSE goals and promote safety culture awareness.
- We consult and involve employees in the development and implementation of QHSE improvements.
- We recognise and reward proactive and exemplary QHSE performance.
- We hold both leadership and employees accountable for preventing injuries and safety incidents within their areas of responsibility.

## STAKEHOLDER COMMUNICATION

- We communicate openly and transparently with stakeholders about QHSE performance and initiatives.
- We engage with customers, suppliers, and the community to understand and address their QHSE concerns.

## EMERGENCY PREPAREDNESS AND RESPONSE

- We develop and maintain emergency response plans to effectively manage potential incidents.
- We conduct regular drills and training exercises to ensure preparedness for emergencies.

This policy is the responsibility of all employees and contractors of the Huisman Group, and its success depends on everyone's commitment and active involvement. The consistency and implementation of the policy are monitored through regular audits. By signing this policy, top management demonstrates their leadership and commitment to accountability for the effectiveness of the Huisman Management System.

October 2024,

On behalf of the Board and Global Management Team

David Roodenburg  
CEO

