

Title: Fishbones QHSE Policy		Document responsible: Eirik Renli	Approved by: Lill-Susann Rugtvedt	
Document No: QUAL-POL-00001	Rev. No: 6.0	Category: Policy, Strategy and Vision	Approved date: 15.01.2024	

Contents

1 Our people.....2

2 Our customers2

3 Our well-being2

4 Our quality3

5 Governance3

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The long-term business of Fishbones depends on our ability to continually improve the quality of our services and products while protecting people and the environment.

Living our 5 Core values; Making a difference, Open & Honest, Teamwork, Excellence and Respect, we are committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

Fishbones requires an active commitment to and accountability for QHSE from all employees, consultants, contractors, suppliers and business partners. Top Management has a leadership role in the communication and implementation of and ensuring compliance with QHSE policies and procedures.

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to fostering a profitable business culture that is based on the following principles:

1 Our people

Fishbones is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. We are committed to:

- Creating and nurturing an environment of success based on honesty, respect and integrity
- Empowerment through training and communication
- Individual growth and equal opportunity
- Prevention of accidents and incidents
- Designing and providing a safe, healthy and secure work environment

2 Our customers

Customer needs represent the highest priority within our business, and we aim to determine customer expectations proactively and address all requests promptly without creating false expectations in the process.

Our community and environment

Fishbones is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

- Working systematically to minimize the environmental impact in all our operations
- Conformity to compliance obligations
- Respecting the human rights of people who work in communities that may be affected by our operations
- Paying special attention to the rights, requirements, values and integrity of individuals and groups that may be particularly vulnerable to adverse impacts

3 Our well-being

Fishbones is committed to satisfying all legal and other requirements and to applying the hierarchy of controls to Occupational Health & Safety risks. We proactively comply with all applicable occupational health and safety, legal, and regulatory requirements to which we subscribe in order to:

- Prevent accidents and work-related ill health by managing health and safety risks in the workplace

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- Provide clear instructions and information, and adequate training, to ensure employee competence
- Engage and consult with employees on day-to-day health and safety conditions
- Implement emergency procedures in case of fire or other significant incidents
- Maintain safe and healthy working conditions through systematic hazard identification and risk management

4 Our quality

Fishbones is committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

- Complying with all customers, statutory and regulatory requirements
- Enabling employees to achieve business and professional goals
- Continually improving our processes via our management system
- Extending our management system practices throughout our Supply Chain

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them, and endeavor to provide processes that ensure we achieve this in order to build a robust and world-class business of unrivaled stimulation technology. We adhere to all applicable standards and customer-specific requirements, as well as all applicable laws and regulations where we operate. This is critical to our business success because it allows us to systematically minimize all losses and adds value for all our stakeholders.

5 Governance

This QHSE Policy has been approved by Fishbones CEO, who is the owner of this policy and is ultimately responsible for the implementation and monitoring of its operational effectiveness. The Sr. QHSE Coordinator is the functional owner of the policy and is responsible for communicating, monitoring and periodically revising and updating the policy.