

Scanmudring, a specialist in subsea services, commit to sustainability through all areas of our business. Our social mission is to provide subsea services to install, safeguard, modify and decommission energy systems and infrastructures.

Equity, human rights and decent working conditions are fundamental to serve as a sustainable enterprise wherever we perform our services. Scanmudring adheres to UN global compact and OCED guidelines for multinational companies.

We commit ourselves to the highest levels of Health, Safety, Environmental and Quality performance (HSEQ) and we do believe excellent performance and sustainable services can only be obtained by:

1. **Providing a safe place of work** preventing harm through illness or injury to any person interacting with our operations.
2. **Complying with Health, Safety and Environmental Legislation** and other requirements that are applicable to our operations.
3. **Meeting, or exceeding, the customer requirements and expectations** at all levels.
4. **Preventing pollution and environmental harm** from our operations.
5. **Continually improving our services** by:
 - a) Setting improvement objectives
 - b) Recording observations and addressing improvements.

Employee involvement is a central part of how we work and is embedded in Scanmudring's culture. We expect open dialogue and cooperation between management, employees and employee representatives in matters affecting our operations, including health, safety, environment and quality.

Trained, competent and motivated employees are fundamental to achieve exceptional HSEQ performance. Scanmudring commits to ensure all employees are trained in all aspects of their role, including our Policies and Management System.

'All Stop' authority are given to any person in any operations where safety is at risk.

Retaliation to '**All Stop**' and '**Whistleblower**' notices have no place in our company.

Risk assessments are carried out to identify the HSEQ hazards related to our services. Mitigation shall be addressed to ensure risk is reduced to ALARP level.

All permanent employees and hired crew are expected to fully comply with this policy.

Arild Ariansen

CEO

Mandal, December 19th 2025

Commitment to Main Policy

As a **manager** in Scanmudring, I commit myself to Scanmudring Main Policy and to lead by my example. I am committed to let safety take priority, and stop all work considered unsafe.

I will perform appropriate risk assessment prior to work.

I will cooperate with the worker health and safety representative and workplace health and safety designates and workers in carrying out our collective responsibility for occupational health and safety.

I realize I will have duties and responsibilities for my own and others safety as outlined in procedures, and I will seek advice if something is not understood.

Date:

Manager / Supervisor name:

Signature: Title:

As a **worker** for Scanmudring I have been familiarized with to Scanmudring Main Policy and commit myself to it.

I am committed to let safety take priority, and stop all work considered unsafe.

I will report any opportunity for improvement in occupational health and safety and quality.

I realize I will have duties and responsibilities for my own and others safety as outlined in procedures, and I will seek advice if something is not understood.

Date:

Employee / Contractor name:

Signature: Title: