



Quality, Environmental, Health & Safety Policy

Annex B

Wärtsilä Underwater Services Quality, Environmental and Health & Safety Policy

Wärtsilä Underwater Services is an organization dedicated to maritime and port services: underwater work, seamanship and maintenance of port facilities and classified underwater inspection.

The Management undertakes to comply with this Quality, Environmental and Health & Safety Policy Management, acquiring a commitment to the needs of our clients and compliance with current environmental legislation and other requirements.

This commitment is based on the following guidelines:

- Establish, develop and maintain

- A Quality, Environmental and Health & Safety Management that meets the requirements of the UNE-EN ISO 9001,14001, 45001 standards, with a commitment to continuous improvement that reflects the needs and expectations of our customers and stakeholders.

- Compliance with current legal regulations

- Apply compliance with the applicable legal and regulatory standards, in the performance of our activity.
 - Carry out periodic internal audits of the Quality Management and Environmental Management System, which demonstrate its correct adaptation.

- Ensure compliance with stakeholder expectations

- Partners and senior management act as the main manager of customer relations.
 - Maintain an attitude of trust and cooperation with the administrations, being scrupulous with respect to legal and regulatory obligations, with the intention of participating and contributing to the improvement of society and the environment of which we form a part.

- Establishment of objectives, goals and programs
 - Provide the necessary resources to achieve the established quality and environmental management objectives.
 - Periodically monitor them, through the indicators proposed for this purpose, to ensure the continuous improvement of the Management System.
- Customer satisfaction
 - Continuously understand the needs and expectations of our customers, with the purpose of increasing their degree of satisfaction.
 - Respond to possible claims that may arise from the development of the activity.
 - Make staff aware of the importance of knowing the needs of customers, providing improvements to achieve their satisfaction.
- Relationship with suppliers and/or subcontractors
 - Carry out a selection and continuous evaluation of suppliers and subcontractors.
- Staff involvement
 - Continuously train all the personnel involved in our activities, improving their skills.
 - Motivate the detection of opportunities for improvement, which avoids the risks and weaknesses of the development of the activity.
 - Foster consultation, participation and active involvement of staff in management.
 - Raise awareness, educate staff through training in good environmental practices.
- Commitment to respect and protect the environment
 - The only possible bet is sustainable development, such as the ability to meet present needs, without compromising the ability to meet the needs of future generations.

- Conservation of the environment and its surroundings
 - Raising staff awareness of good environmental practices
 - Prevent pollution, using resources rationally, thus reducing consumption, emissions into the atmosphere and noise pollution.
 - Manage the selective collection of waste to facilitate its recycling.
- Health & Safety
 - We give the highest priority to preventing occupational injuries and illnesses by assuring safe and healthy workplaces in all of our business operations, and we authorize work to be stopped if conditions are considered unsafe, or if quality is being compromised.
 - We set objectives and continually improve our QEHS performance. We actively eliminate defects and hazards, and reduce QEHS associated risks.
 - We communicate and consult with employees and other relevant stakeholders to ensure that our QEHS practices are enforced and constantly improved.
 - Our skilled organization acts as a responsible global citizen.
- Stop Work Authority
 - Wärtsilä is committed to create and maintain a safe and healthy workplace for our employees and partners in all of our business operations.
 - It is everyone's responsibility and authority to intervene and stop work in an unsafe situation.
 - You have the full support of Wärtsilä Management to exercise the authority to stop work.

- Non-Scuba Commercial Diving Policy Statement

- Wärtsilä Underwater Services exclusively uses surface-supplied diving methods for all operations. The use of SCUBA is not permitted, due to its well-documented safety limitations.
- This standard applies to all diving activities performed by all UWS entities globally, including those carried out by subcontractors or third parties. We expect everyone working on our behalf to meet this requirement.

Review and Amendments:

This policy shall be reviewed annually and amended as necessary to reflect changes in regulations, industry standards, and operational practices.

This policy statement provides a comprehensive framework for non-SCUBA commercial diving operations, emphasizing safety, training, and regulatory compliance.

Wärtsilä Underwater Services' Management is committed to reviewing the Quality, Environmental and Health & Safety Policy, ensuring that all commitments are consistent with the company's objectives, as well as with the expectations and needs of our customers.

William Winters
Managing Director
Wärtsilä Underwater Services