

Preamble

HSD Services & Decommissioning provides industrial services in the offshore market. The key words that apply; dismantling, recycling (hazardous) waste, waste processing, waste treatment, transport and lifting.

Two starting points are guiding in formulating our company policy.

- 1) Considering the nature of the activities outlined above it is evident that our business operations should be well managed to ensure continuity and profitability without compromising others or our planet. *Therefore, we believe that safety and environmental sound working practices are of paramount importance.*
- 2) Entrepreneurship can only flourish in a stable, developed and just society. We recognize the reciprocity and symbioses between society, the environment and businesses, also referred to as Triple P; People, Planet & Prosperity. A business is not an isolated entity but part of a bigger complex. *Therefore, HSD wishes to conduct business in an ethical and sustainable way.* Our activities should not only contribute to business results and opportunities for our companies and clients but also for society in general. HSD endorses the United Nations framework stating ten principles in the areas of human rights, labor, the environment and anti-corruption; "The Ten Principles of the UN Global Compact".

From these two starting points we have derived policies and objectives with respect to safety & health, environment & sustainability, quality and corporate social responsibility covering human rights & anti-corruption and the general good.

In order to accomplish these objectives in line with the policies, HSD will implement, maintain and improve an integrated management system, that is in accordance with industry standards, laws and legislation and ethical principles and will be audited on a regular (annual) basis, both internally and externally.



Our subcontractors, suppliers and employees will be made aware of our policies and objectives whereby commitment, positive input and proactive cooperation is expected.

HSD senior management is fully committed to their management system, as it considers this to be the best instrument for achieving its objectives.

Safety & Health

Objectives; zero injuries, accidents, incidents, near misses, damages and work related sickness absence.

Key elements:

- Certification according to SCC (SHE Checklist Contractors; <https://www.vca.nl/en>) and ISPS.
- Safety is an integral part of our way of working. We commit to safe working practices and will take all necessary measures to ensure the safety and health of our employees and third parties.
- Management and workers are qualified with respect to safety. Every operational person that works for our company should have successfully followed a basic safety training.
- Every person has the right to speak up or stop the work when safety and health is at stake.
- Persons should not become ill or develop occupational related health problems from working at our companies. Absence due to illness is a key indicator for our performance with respect to this.
- Risk assessment for work related health risks. Medical checks can be performed upon employees request.
- Embrace technologies that reduces risks, put the employee in a more distant position in relation to the work, reduce the physical work load.

In addition to the health and safety section of our policy statement, management has drawn up a statement regarding exposure to risks (I 020-009 NL). This policy describes the measures and guidelines we use to minimize exposure to risks, so that everyone can return home safely at the end of the day.

Quality

Objectives; do it right the first time, meet or exceed clients specifications/expectations.

Key elements:

- Certification according to ISO 9001; 2015.
- Value competence, craftsmanship and experience.
- Pursue continuous improvements. Look at the potential of technologies from other fields of application to innovate and to optimize operations and processes.
- Supply Chain Management (SCM) by selection and evaluations of subcontractors and suppliers.

Environment & Sustainability

Objectives; reduced emissions, reduced use of natural resources and energy, zero impact on life and eco systems, full compliance to legislation.

Key elements:

- Certification according to ISO 14001; 2015
- Follow the approach of waste hierarchy i.e. prevention, reuse, reduce, recycle, recovery and disposal.
- Optimize our processes so that waste can step into the waste hierarchy as high as possible.
- Proactively protect the environment and prevention and control of environmental incidents and emergency preparedness.
- Follow Best Available Technology (BAT). Look for opportunities to introduce new technologies wherever these have positive environmental effects.

Corporate Social Responsibility (CSR)

Objectives; respect and support human rights, oppose corruption and bribery, promote ethical labor practices, support social initiatives.

Key elements:

- Support and respect the internationally proclaimed human rights. Make sure that our companies are not complicit in human rights abuses particularly when this should include countries outside The Netherlands and Europe.
- Policy awareness of employees. Our employees receive and endorse our house rules that outline:
 - The code of conduct.
 - A respectful relationship with other people on the workplace. Each person should feel secure and comfortable at work. Alcohol and drugs, weapons, anti-social behavior and harassment are strictly prohibited.
 - A counsellor is available for confidential consultation regarding any work related issues.
- Participate or contribute to initiatives from society.
- Consider the interest and input of our stakeholders in our operations and communicate proactively.

April 3rd, 2025

J.S.G. Hoondert
Managing Director

