

Top Management Commitment

Caldive Ltd Quality, Health Safety & Environmental combined Policy Statement

Caldive Ltd is committed to minimising environmental impact from our business activities, providing a safe place of work and the prevention of injury and ill health to our employees, others who may be affected by our undertakings including visitors and contractors on our site and our customer sites.

Our Quality, Health Safety and Environment Management System has established a solid foundation from which we can continue to improve and satisfy the Caldive Quality Objectives, Health & Safety Policy, EHS Principles and Zero Harm philosophy. We maintain an effective standard of Quality, Environmental and Health & Safety management and performance throughout our operations which satisfies the requirements of the Integrated Management Systems applicable Legislation and the core standards of the Caldive Organisation.

Our core QHS&E objectives:

- Fostering a quality culture with the objective of developing and providing products and services with zero defects that are trusted and preferred by our clients,
- Complying with relevant laws and regulations as well as internal Caldive requirements,
- Continually challenging ourselves to improve the Integrated Management System in order to guarantee product safety, prevent quality issues and eliminate defects through the review of quality objectives and results,
- Encourage participation and promotion of responsibilities amongst all employees and third parties through standards, education, training, coaching, supervision and effective communication.
- To promote Zero Harm values and improve employee behaviours.
- To ensure employees are competent to carry out their tasks and are provided with adequate training, information, instruction and supervision.
- To identify our Health and Safety Risks, Environmental Aspects and Impacts, and strive to exceed our obligations and comply with applicable legal and other requirements to which Caldive subscribes and which our Customers expect.
- To review and improve our HSE performance through agreed objectives, goal setting targets and management performance.
- To allocate appropriate resources to ensure the effective implementation of this policy.
- To identify and implement means for the prevention of pollution and to minimizing our impact on the environment.
- To identify and implement means for reducing our waste and conserve energy throughout our operations.

The Caldive QHS&E policy will be monitored within the Integrated Management System for satisfactory performance and achievement of its aims and objectives.

Caldive recognise that our employees are a key resource and the prevention of injuries and ill health is vital to their personal welfare and to our business. Our employees have a duty to take care of themselves and others affected by their actions, therefore Caldive believe that everyone can, and should, make a contribution to the successful implementation of this policy.

Caldive strive to create a positive QHSE culture through communication, consultation, co-operation and involvement with employees. The QHSE Manager shall be the focal point on relevant QHS&E issues and shall ensure this policy is communicated to all employees and is available to interested parties.

Application of the Caldive Ltd Policy

Successful Quality, Health Safety & Environmental Management is the foundation which underpins our companies QHS&E Policy and is fully embedded in our consistent focus to provide products and services that meet customer requirements, applicable codes of practice, statutory and regulatory requirements and industry standards which has generated confidence in our client base.

This confidence is based upon our image and our reputation for consistently delivering reliable high-quality products and services which has been built up over many years since Caldive was formed in 2002.

The Caldive brand name affirms that the Company complies with all relevant laws, regulations and codes of practice and that employees involved are dedicated in effectively achieving standards for our clients through the application of the robust Caldive Integrated Management System.

To sustainably create value and to effectively and efficiently build client confidence the Company Policy will:

- **Guarantee full compliance** by respecting our policies, principles and standards with full transparency,
- **Ensure this Policy is communicated**, understood and applied within the organization through, induction training, periodical review and display within the Caldive sites.
- Be made available **to interested parties** as required.
- Ensure **products and services consistently satisfy our clients** by valuing what they value and by offering products, systems and services that always meet or exceed their expectations,
- **Strive to achieve zero defects**, no waste and address any risk-based issues by consistently looking for opportunities to apply our continual improvement approach, deliver competitive advantage, and
- **Engage with staff commitment** across our complete value chain at all levels of our organization to build the Caldive culture which is the mainstay of this Policy

Signed



Name: Ian Beaton

Managing Director

Dated: 01/06/22