

Quality, Health & Safety and Environmental Combined Policy Statement
ISO 9001:2015, 45001:2018 & 14001:2015 QHSE Combined Policy Statement

Top Management Commitment

Caldive Ltd is committed to ensuring, as far as is reasonably practicable, the health and safety of our employees, and others who may be affected by our undertakings including visitors and contractors on our sites and our customers sites by providing a safe place of work and ensuring the prevention of injury and ill health. Caldive recognises its responsibility to work in partnership with our clients in ensuring that any impact to the environment resulting from our activities is absolutely minimised.

Caldive is dedicated to providing high standard of diving services that meet or exceed client requirements.

Our **Quality, Health & Safety and Environmental Management System** establishes a solid foundation from which the company can continue to improve and satisfy our Company Objectives. These Objectives will be consistent with company policies, measurable, be monitored and communicated and updated as appropriate.

Our core QHSE objectives

Quality Objectives:

- **Culture and Excellence:** Fostering a quality culture with the objective of developing and providing a service with zero defects that are trusted and preferred by our clients.
- **Client Focus:** Understand the needs of our clients, adapt and improve our services and procedures by assessing the scope and quality of our services based on performance review and client feedback.
- **System Improvements:** Continually challenging ourselves to improve the Integrated Management System (IMS) in order to guarantee safety, prevent quality issues and eliminate defects through the review of quality objectives and results.

Health and Safety Objectives:

- **Behavioural Safety:** To promote Zero Harm values and improve employee behaviours.
- **Competence and Training:** To ensure employees are competent to carry out their tasks and are provided with adequate training, information, instruction and supervision.
- **Risk Management:** To identify our Health and Safety Risks and strive to exceed our obligations and comply with applicable legal and other requirements.

Environmental Objectives:

- **Pollution Prevention:** To identify and implement means for the prevention of pollution and to minimise our impact on the environment using an aspects and impact register.
- **Waste Management:** To identify and implement means for reducing our waste (reduce/reuse/recycle).
- **Energy and Carbon:** Conserve energy and fuel throughout our operations to assist in reducing carbon emissions.
- **Containment, Leakage and Operational Controls:** To ensure that all materials, equipment and processes will be controlled so that no contaminants are used without adequate safeguards put in place to control any possible leakages, etc. To ensure that engine-driven equipment will be fitted with drip trays and all fuel to be stored in appropriate sealed containers.
- **Biodiversity:** Ensure that operations carried out in connection with the works will not adversely affect flora and fauna.

Integrated Objectives:

- **Compliance:** Complying with relevant statutory legislation and regulations as well as internal Caldive requirements.

- **Engagement:** To promote participation by all employees and third parties in improving standards, education, training, coaching, supervision and effective communication.
- **Performance Monitoring:** To review and improve our QHSE performance through agreed objectives, goal setting targets and management performance.
- **Resource Management:** To allocate appropriate resources to ensure the effective implementation of this policy.

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 Quality Assurance Coordinator shall be the focal point on relevant QHSE 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 QHSE Policy and is fully embedded in our consistent focus to provide a service that meets customer requirements, adheres to applicable codes of practice, statutory and regulatory requirements and industry standards through the application of a robust IMS, which has generated confidence in our client base.

This confidence is based upon our reputation for consistently delivering a reliable high-quality service which has been built up over many years since Caldive’s formation in 2002.

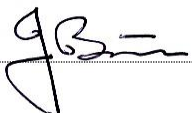
To sustainably create value and to effectively and efficiently build client confidence the Company Policy will:

- **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 our **service consistently satisfies our clients** by valuing what they value and by offering 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.

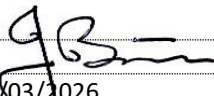
To this end, we have prepared an Integrated Management System (IMS) that is to be used by all employees. The system will undergo regular review by Senior Management.

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

John Beaton
Managing Director

 **Date of Issue:** 18/03/2026

Policy Review:

Revision: 3
Signature: 
Date: 18/03/2026
Name: Iain Beaton
Position: Managing Director
Next Review: 31/01/2027