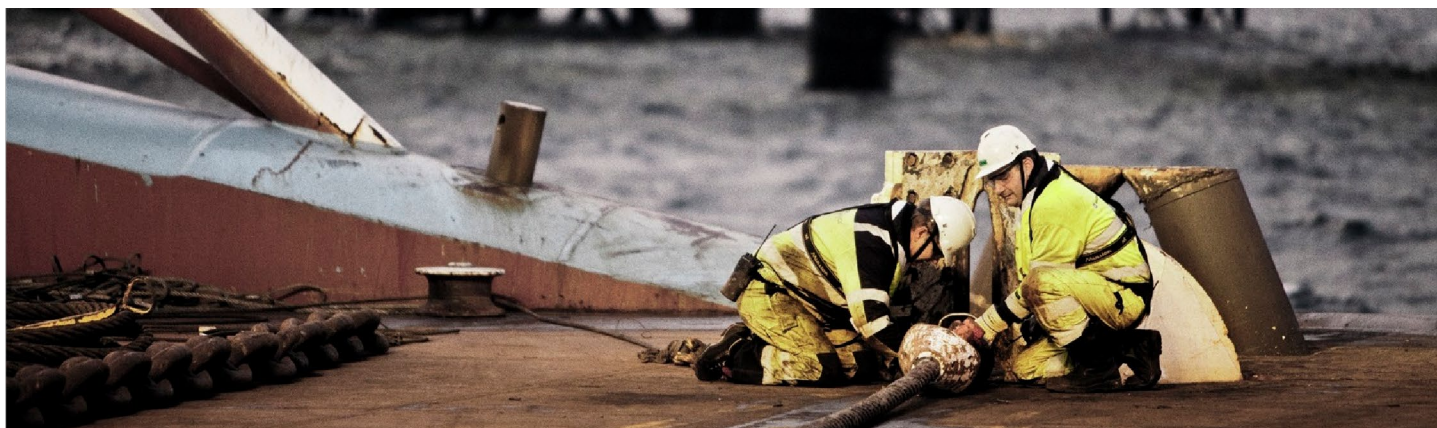


POLICY STATEMENTS



By implementing the following policies, we commit to the continual improvement of our performance in all areas, supported by continual development of the management system.

Corporate Responsibility

Our corporate responsibility is governed by our core values and has always been an integral part of the way we do business at Maersk Supply Service. We believe in constant care and striving to be upright, responsible and environmentally sound in our activities – globally, as well as locally. Compliance with national and international legislation and conventions is an integral part of this. We carry out our business in a sustainable and ethically sound manner and take the expectations of all stakeholders into account. All employees of Maersk Supply Service are obligated to adhere to the following policies under the main focus areas within our corporate responsibility.

Health and Safety

Our policy is to conduct activities in a manner that first and foremost protects the health and safety of our employees, client representatives and subcontractors. We strive towards preventing all personal injuries and ensuring a healthy and resilient workforce. We do this by empowering our people, encouraging critical thinking and focusing on managing our critical risks. We consult and focus on the active participation of our workers in order to enable safer ways of working, and emphasise that we all have an obligation to stop work if considered unsafe, to prevent our colleagues from taking unsafe actions.

Diversity & Inclusion

We believe that a diverse and inclusive culture will foster creativity, innovation, new ways of thinking and an environment in which everyone can feel engaged to reach their full potential. We aspire to create an inclusive culture where employees from every background can strive for skill development and growth, both on- and offshore. In 2020, Maersk Supply Service signed the Charter for More Women at Shipping, committing to increasing gender diversity offshore and onshore.

Environmental Protection

We, at Maersk Supply Service, are committed to protecting and conserving environmental resources whilst carrying out our operations in susceptible marine landscapes. We aim to continue encouraging collaboration with our clients and to strengthen our performance through continual improvement of our environmental management system. Being a global organisation, we always consider the context in which we operate, and are therefore dedicated to complying with or exceeding the local, regional and international regulatory requirements. We also make sure that all the environmental aspects of vessel operations are closely governed to minimise impacts. This includes our utmost dedication towards prevention of spills to sea, incorporating appropriate garbage disposal measures and monitoring our fuel consumption for improved efficiency.

Quality

Our policy is to provide outstanding service that meets the expectations of our customers and other involved parties. We ensure consistently high quality in our activities by adhering to safe and efficient processes and procedures that are continually improved and measured against clear objectives. This structured approach also applies to managing and controlling risks, embedding risk management in all our operations.

Security

Our policy is to demonstrate constant care towards preventing breaches in security and safeguarding our employees, assets and operations. Physical, information and cybersecurity considerations take equal priority with commercial and operational factors in managing our business. We cooperate actively with relevant authorities within our legal, regulatory and contractual obligations.

Drug and Alcohol

No persons shall be under the influence or in possession of drugs or alcohol whilst onboard our vessels. Any contractor or visitor is obligated to policy adherence.

CEO Steen S. Karstensen
November 2021