



QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY

This policy is designed to guide FOX Subsea's in overseeing tasks relating to initiative participants, customers, partners, and the environment, in a reassuring way. This will contribute to achieve the desired quality in our deliveries, as well as a healthy and safe workplace for all employees.

QUALITY

FOX Subsea commit to fulfil requirements in line with relevant standards, laws, and authority requirements, as well as continuously improve our quality management system.

Our customers are to always experience the quality of our products and services in accordance with their requirements and expectations.

Creative, Adaptable and **Smart** – our core values, shall form the basis of a good corporate culture, create excitement, and ensure quality in all stages of our practices.

The best solution for our customers is created by our in-depth knowledge and expertise, as well as our modular adaptable products. We shall be the preferred partner, with high professional competence and good business ethics.

Our quality policy defines our mission to achieve and maintain an excellent level of quality in all our activities and is based on these **7 elements**:





HSE

FOX Subsea is committed to provide a healthy and safe work environment for all employees. Our commitment is based on the belief that accidents can be prevented by working systematically with our HSE management system. The goal is to identify HSE risks arising from our activities and implement corrective measures that will reduce the risk of an unwanted event.

At FOX Subsea, no task or activity shall be prioritized over **health, environment, or safety**. The workday at FOX Subsea will be marked by an environment that promotes health and safety, built on foundations of openness and trust.

Health, environment, and safety shall be integrated in all planning and implementation of our activities to achieve a good HSE culture in the company. All employees must show and exercise caution in their work. Our goal is to have **ZERO** injuries and accidents.

Our systems shall be developed and designed to reduce the HSE risk in the operation. We shall work safely and act with integrity in the best interest of our industry partners, employees, and the environment.

ENVIRONMENT

FOX Subsea commit to fulfill requirements in relevant standards, laws, and authority requirements and to prevent pollution. **Our vision** is to be the world class provider of safe, sustainable, and reliable technology for the most challenging and harsh underwater environment.

We shall achieve this vision by improving our environmental competence. We will continue to develop modular systems while making a conscious effort of producing a more cost-efficient, eco-friendly, and sustainable solution for FOX Subsea and the customer. And we will actively intervene to influence our customers and suppliers through our involvement in environmental issues.

FOX Subsea has established a quality, HSE and environmental management system that is certified in accordance with NS-EN-ISO9001:2015 and NS-EN-ISO 14001:2015.

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Sissel Fladen
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