

HSEQ POLICY

Enshore is committed to protecting the health, safety and welfare of all people involved with our activities and establishing a safe and incident free workplace.

Enshore is committed to operate with high standards of environmental responsibility including protection of the environment, pollution prevention, sustainable resource use and climate change mitigation.

Enshore shall provide a high-quality service to meet the expectations of our customers and interested parties by delivering outstanding performance, utilising competent personnel.

Enshore activities shall be conducted in accordance with applicable legislation within the regions we operate.

Enshore shall expect an absolute commitment from everyone involved in our work activities to take responsibility and accountability for their actions, and to ensure they are familiar with the terms and requirements of the Company Policies and procedures.

The Chief Executive Officer has overall responsibility for HSEQ management within Enshore and shall be supported in these duties by the Senior Management Team who shall ensure the Company is guided to ensure implementation and continual improvement of the HSEQ management system.



Pierre Boyde
Chief Executive Officer
August 2025

KEY COMMITMENTS

- Directors and Managers shall ensure through positive leadership, active participation and encouragement that employees are motivated towards the aims of this Policy
- Promote participation and consultation in the interest of HSEQ as appropriate by engaging with our employees, key stakeholders and other interested parties
- Mitigation of foreseeable hazards through active risk management
- Ensure HSEQ is integral throughout the planning, design, construction, operation, maintenance and disposal of our assets and services
- Provision of information, instruction and training that is relevant to a person's duties and responsibilities
- Ensure sub-contract organisations manage HSEQ in accordance with this Policy
- Continual improvement by setting clear objectives, performance monitoring and the encouragement of constructive feedback to enhance overall performance
- Promote a culture in which all have the belief and commitment to achieve our goal