

Corporate Health, Safety, Environment and Quality (HSEQ) Policy

P&O Reyser / P&O Repasa / Repasa Tarragona SL are the leading provider of critical marine solutions and logistics services across customer segments, delivering a difference that matters to our clients and people. Our long-term success and growth depends on our continued ability to deliver second to none recognisable services to our clients and continually improve the quality of services and products we provide.

To achieve this P&O Reyser / P&O Repasa / Repasa Tarragona SL have an unrelenting focus on HSEQ with the goal of an incident free work place achieved through effective duties of care to operational safety, human health and by sustaining environmental well-being and community engagement. To successfully implement this HSEQ Policy we are guided by the following standards;

Leadership – We will operate as one team, providing visible and effective HSEQ leadership and ownership at all levels of the organization.

Risk - We will manage and evaluate all risks associated with our activities by identifying potential hazards, assessing their significance and implementing suitable control measures.

Environment – We have a responsibility to protect our surrounding and minimise the environmental impact of our operations. We are committed to sustainable energy, waste management initiatives, reducing our emissions, preventing pollutions and will always target "Zero Spills"

Incidents - We are committed to eliminate HSE incidents across our operations. We will report and investigate all incidents to drive improvement in our HSEQ management

Emergency Preparedness - We will provide employees with first aid medical care through on-board or on-site facilities and maintain emergency response and business continuity plans which shall be regularly tested to ensure a prompt, effective and integrated response to any incident.

Compliance – We shall maintain management systems throughout our Business Units that meet legislative and contractual obligations as well as all other applicable requirements in the countries in which we operate

Engagement – We shall maintain a strong performance culture by providing and maintaining effective routes of consultation and open channels of communication to encourage participation of all our employees in HSEQ.

Competence – We shall provide adequate resources, training and safe systems of work so that our teams can effectively fulfil their HSEQ obligations

Communication – We will make our policies, standards, procedures and lessons learnt available to all employees, to drive HSEQ awareness

Continual Improvement – Status Quo is Regress - we shall act upon data, results and performances to ensure our HSEQ Management System is continually improving

Contractor Management – We shall monitor and assess our suppliers and contractors, to ensure they deliver safety performances, quality and environmental efficiencies in line with our own standards

Social Responsibility – We have a responsibility to ourselves, each other and our surroundings and we will always conduct business in a socially responsible and ethical manner

If You See It You Own It - HSEQ is the responsibility of all P&O Reyser / P&O Repasa / Repasa Tarragona SL employees and we all have the obligation to stop or suspend any work that we think is being carried out inappropriately, unsafely or may damage the environment.

The Head of HSSEQ has the responsibility and authority to ensure the measures laid down in this policy are fully complied with.

Signed:

Iñigo García
Managing Director

Date: 07.06.2022

