

Health, Safety, Environment and Quality (HSEQ) Policy

P&O REYSER / P&O REPASA / REPASA TARRAGONA SL is the leading provider of critical marine solutions and logistics services across various customer segments. We have an unrelenting focus on HSEQ with the goal of an incident-free workplace, where all employees return home safely at the end of their shift or rotation and the environment is protected or enhanced wherever possible.

The key principles guiding our HSEQ Policy are:

Leadership & Engagement – Management will lead the creation of a company-wide culture that values HSEQ as core to the business and engage our teams on solutions by consulting and involving all employees in HSEQ initiatives and empowering everyone to act.

Risk Reduction and Improvement – Through proactive identification, planning and action, we eliminate and/or minimize risks that make our workplace unsafe or harm the environment.

Life Saving Rules – We all take personal responsibility for safety in our workplace as a core value and we follow the Life Saving Rules which provide consistent information regarding risks and the proper use of barriers and safeguards to protect our personnel.

Environment – We are committed to sustainable energy, waste management, emissions reduction, pollution prevention and "Zero Spills" and will ensure the availability of information and necessary resources to achieve all objectives and targets.

Energy Efficiency - We are committed to procuring energy-efficient products and services that enhance energy performance. Our focus is on designing processes that improve energy usage while promoting conservation and efficiency across P&O REYSER / P&O REPASA / REPASA TARRAGONA SL.

Incident Management – We report, investigate, analyze and learn from incidents to continually improve our systems.

Emergency Preparedness - We provide employees with first aid medical care through on-board or on-site facilities and maintain emergency response and business continuity plans which are regularly tested.

Compliance – We shall maintain systems to meet all legal and other requirements related to health, safety, environment, energy, quality, and security. We shall adhere to all laws and contract obligations in all countries where we operate.

Competence – We shall provide adequate resources, training and information to enhance employees' abilities to work safely.

Communication – We embed HSEQ & Energy Management messaging in daily communications and make relevant materials accessible to all employees

Continual Improvement – We shall use data and performance insights to continually improve our HSEQ Management, energy performance and reduce our energy consumption.

Contractor Management – We shall Monitor and assess suppliers and contractors to ensure alignment with our HSEQ requirements and objectives.

HSEQ is the responsibility of all P&O REYSER / P&O REPASA / REPASA TARRAGONA SL employees, and our management and people are accountable and empowered to address HSE matters. 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.

We are all committed to complying with all of the requirements outlined in this policy and this policy will be regularly reviewed to ensure its continued relevance and effectiveness.

Signed

Íñigo García Gorbeña
Managing Director
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