

MRS - Quality, Environment and HSE policy

With quality in focus

The objective for Maritime Rig Services (MRS) is to deliver products and services within the company's areas of focus that meet customers' requirements, expectations and needs in both - the short and long term.

The products and services must also meet requirements set by the authorities and by the company itself.

Our main focus area is to be a quality supplier of qualified personnel to offshore and land-based industry.

Through the quality policy, we want to convey the organisation's vision and values.

MRS has established its quality system with a focus on complying with laws and regulations that apply to the business at all times. Quality and reliability must characterize our business, in terms of service provision, people and our way of working.

This is ensured by:

- policy based on the principle of continuous improvement
- responsive to internal and external customers' expectations and needs. We achieve the right quality' by fulfilling these 'right from the start'. Our customers' satisfaction is monitored regularly.
- analysis and evaluations are carried out regularly.

Our management system for quality is certified in accordance with ISO 9001:2015

Environmental focus in all processes

MRS has drawn up environmental procedures and routines which ensure that we have an active environmental focus at all levels in our work, which helps to reduce both our own and our stakeholders' environmental impact.

Procedures and routines ensure that: significant environmental aspects are mapped and criteria for environmental impact are defined, including a focus on a life-cycle perspective and sustainability

- the business thinks about environmental prevention in all its processes, and prioritizes the assessment and evaluation of environmental risks and opportunities
- the business is committed to complying with its compliance obligations at all levels and in all processes (legal requirements, customer requirements, internal requirements, etc.)

- the business has a system that actively focus on continuous environmental improvement
- specific environmental targets are defined, measured and improved, thereby ensuring that the business is managed in a way that provides the most efficient use of energy and raw materials, and that work is done systematically to reduce emissions to air, water and soil.

Our main areas of focus for protecting the environment are;

- Environmentally friendly travel activities
- Increased level of environmentally friendly products when purchasing
- Increased competence and awareness
- the employees are involved in the environmental work and the necessary training is provided
- the business has open, constructive and proactive communication with subcontractors and other relevant stakeholders in relation to current environmental aspect and compliance obligations

Our operations must have an environmental management system in accordance with ISO 14001.

HSE safety and well-being

In all its activities, MRS must comply with the applicable laws and regulations, and work systematically to meet the requirements set by the public and others to ensure a good and safe working environment.

In addition, the company must act in all its activities in an ethical, sustainable and socially responsible manner to prevent damage to people and the environment. Ref our ethical guidelines. The goal is an HSE standard that gives the employees the best possible physical and mental working environment.

Through systematic HSE work, we shall ensure a good and safe workplace, reduce work-related sickness absence, and minimize the risk of accidents and damage to the external environment.

MRS's HSE policy is prepared with the participation of the employees. This happens through continuous improvement work and non-conformity registrations, topics at meetings, as well as annual revisions of procedures, etc. All employees must be familiar with the company's HSE policy.

Customer requirements

All of our employees who are leased to customers are subject to the customer's HSE

regulations, and must receive satisfactory training in the system and routines at the customer's place of work.

HSE objectives and prioritization

The overall objective for health, environment and safety at the company is:

- Our HSE routines and procedures must ensure that both employees and management work together towards our long-term goal, which is to avoid injuries and losses completely. The HSE goal is zero incidents.
- Through active measures, our projects must be carried out without personal injury, no pollution of the external environment and no material damage
- Our HSE procedures and routines must ensure that there is at all times a safe, positive and challenging working environment which safeguards the health and safety of all
- Sick leave must be lower than the average for our industry
- All unwanted incidents must be reported
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Health, environment and safety is one of our most important means of developing a good team at the company, and absolutely necessary to ensure that we are able to perform our tasks in the best possible way. Our HSE procedures and routines must ensure continuous improvement of our HSE work.

Our operations must have an HSE management system in accordance with ISO 45001.

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Arne Hafsaas

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