

Health, Safety, Environment & Quality (HSEQ) Policy

BMS-IGS-COR-POL_003 · REVISION 01 · ISSUED 6 APRIL 2026

PURPOSE

The purpose of this Health, Safety, Environment & Quality (“HSEQ”) Policy is to formalise InterOcean Group’s (“InterOcean”) commitment to protecting people, preventing harm, protecting the environment, and delivering work to defined quality requirements. This policy sets the minimum expectations for how HSEQ is managed and embedded across InterOcean’s global operations and projects, supporting safe, reliable, compliant, and sustainable delivery for our clients and stakeholders.

Relationship to the InterOcean Code of Conduct and ESG Policy: This HSEQ Policy must be read in conjunction with the InterOcean Code of Conduct and the InterOcean Environmental, Social & Governance (“ESG”) Policy. You are expected to plan work properly, follow procedures, report concerns, and comply with Applicable Rules. If you identify any inconsistency, seek guidance from the Legal Team and/or the HSEQ Department before proceeding. Applicable law takes precedence; where standards differ and there is no conflict with applicable law, apply the higher/more stringent standard.

MESSAGE FROM THE CHIEF EXECUTIVE

Understand and apply the Health, Safety, Environment & Quality (HSEQ) Policy. At InterOcean, HSEQ is not a separate initiative or a box-ticking exercise. It is part of how we operate and how we protect our people, the environment, and the quality of our work. This policy sets clear expectations for managing risk, complying with applicable requirements, and delivering to agreed standards on every project and in every location.

HSEQ performance depends on personal accountability. Know the hazards and impacts relevant to your role, plan work properly, follow procedures, and use the required controls. If you are uncertain, stop and ask—speak with your manager, the HSEQ Department, or the Legal Team where compliance advice is needed.

Follow the Health, Safety, Environment & Quality Policy without compromise. We learn from hazards, near misses, incidents, environmental events, and quality nonconformities by reporting early, acting quickly, and verifying that corrective actions are effective. We investigate issues to understand what happened and why, share lessons learned where appropriate, and track actions through to close-out so we prevent recurrence and continually improve. We each have a responsibility to raise concerns in good faith and cooperate with any review or investigation, and InterOcean will not tolerate retaliation against anyone who speaks up. We also expect our contractors and business partners to meet standards consistent with our requirements.

Speak up without fear. Report hazards, near misses, incidents, environmental events, and quality issues promptly, and challenge anything that does not look right. Concerns can be raised through your manager, the HSEQ Department, senior

DOCUMENT CONTROL

REFERENCE

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REVISION

01

ISSUED

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OWNER

HSEQ Department

APPROVED BY

Fraser Moore, Chief Executive Officer

APPLIES TO

Global – all units

This statement is drawn from the controlled document of the same reference in InterOcean's Business Management System, which remains the official version. InterOcean Group — Move. Manage. Maintain.

management, or our speak-up channels. If necessary, stop the job and escalate immediately.

Fraser Moore

CHIEF EXECUTIVE OFFICER