

CODE OF ETHICS & CONDUCT

Document No.	Revision	Effective Date	Status
SQ-POL-001	00	30.08.2026	APPROVED

1. Purpose and Scope

SafeQult Consulting conducts its business in accordance with the principles of integrity, professionalism, independence and accountability.

This Code establishes the fundamental ethical standards and principles of conduct applied when providing consultancy services, audits, inspections, assessments, training and operational support within the HSE, marine and offshore sectors.

The principles of this Code apply to all activities undertaken on behalf of SafeQult Consulting and to our relationships with clients, contractors and other stakeholders.

2. Integrity and Professionalism

SafeQult Consulting acts honestly, diligently and in accordance with applicable legislation, contractual requirements and relevant industry standards.

Assessments, recommendations and reports are based on available facts, evidence, professional experience and sound professional judgement.

We do not accept the deliberate presentation of false or misleading information, or the concealment of material information that could affect safety, compliance or the outcome of an assessment.

3. Safety First

The safety of people, the environment and operations is a fundamental value of SafeQult Consulting.

Where a situation presenting an immediate or significant risk to health, life, the environment or operational safety is identified, it should be promptly communicated to the appropriate person or organisation.

Schedule, cost or commercial considerations should never justify knowingly accepting uncontrolled risk.

4. Independence and Objectivity

SafeQult Consulting seeks to maintain professional independence and objectivity in the performance of its assignments.

Findings arising from audits, inspections, assessments and analyses must not be deliberately altered as a result of commercial, organisational or personal pressure.

Opinions and recommendations should accurately reflect the conditions identified during the assignment and the information available at the time.

5. Conflicts of Interest

SafeQult Consulting avoids situations that could influence, or reasonably be perceived as influencing, the impartiality of its services.

Any actual or potential conflict of interest associated with an assignment should be disclosed to the client or other relevant party before work begins or promptly after it is identified.

Where a conflict prevents the required level of independence or objectivity from being maintained, SafeQult Consulting may decline or discontinue the assignment.

6. Confidentiality

Information obtained in connection with the provision of services is treated as confidential unless it is publicly available or disclosure is required by law.

Client documentation, technical data, operational information, audit and inspection results and commercial information are not disclosed to unauthorised parties.

Further requirements are defined in SQ-POL-008 Confidentiality Policy.

7. Information and Data Protection

Information and data entrusted to SafeQult Consulting should be processed only to the extent necessary for the intended purpose and protected against unauthorised access, disclosure, loss or misuse.

Personal data is processed in accordance with applicable legislation and SQ-POL-006 Privacy Policy.

Further information-security requirements are defined in SQ-POL-009 Information & Data Security Policy.

8. Anti-Bribery and Improper Practices

SafeQult Consulting does not tolerate bribery, corruption, fraud or other practices intended to obtain an improper or unlawful advantage.

No benefit, gift or other consideration should be offered, requested or accepted where it could influence professional independence, a business decision or the outcome of an audit, inspection or assessment.

Reasonable and customary business courtesies must not create an obligation or give rise to a reasonable perception of improper influence.

9. Competence and Professional Responsibility

SafeQult Consulting undertakes assignments within the limits of its professional competence, experience and qualifications.

Where an assignment requires additional specialist knowledge, specific qualifications or the involvement of an external expert, this requirement should be appropriately identified and communicated.

We are committed to the continuous development of professional competence and to maintaining up-to-date knowledge of safety requirements, regulations, industry standards and good practice.

10. Respect and Responsible Working Environment

SafeQult Consulting promotes a working environment based on mutual respect, professional communication and the equal dignity of all individuals.

Discrimination, harassment, intimidation or behaviour that undermines the dignity of others is not accepted.

Interactions with clients, vessel crews, contractors and other stakeholders should remain professional and constructive, including where non-conformities must be raised or existing practices challenged.

11. Environmental Responsibility

SafeQult Consulting supports responsible business practices and the reduction of adverse environmental impacts associated with operations.

Environmental considerations should be taken into account when identifying hazards, assessing risks and developing recommendations where relevant to the scope of an assignment.

Further commitments are defined in SQ-POL-004 Environmental Policy.

12. Raising Concerns and Reporting Breaches

Concerns regarding a potential breach of this Code should be reported directly to SafeQult Consulting.

Any concern raised should be taken seriously, handled confidentially and assessed objectively. Retaliation against any person who raises a genuine safety, ethical or compliance concern in good faith is not accepted.

Contact: office@safeqult.pl

13. Our Commitment

SafeQult Consulting is committed to conducting its business in accordance with the principles established in this Code.

Our objective is to build relationships based on trust, professionalism and accountability and to provide services whose value derives not only from knowledge and experience, but also from the integrity and independence with which they are delivered.

APPROVAL

Prepared / Approved by	Role	Date	Signature
Przemysław Łobocki	CEO	30.08.2026	