

HSE POLICY

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1. Purpose and Commitment

Health and safety are fundamental to the way SafeQult Consulting conducts its business.

Our objective is to support safe operations through effective hazard identification, risk management, the development of a positive safety culture and the practical application of HSE requirements.

We believe that effective safety management goes beyond formal compliance with procedures. It requires people's engagement, responsible leadership, open communication and sound decision-making in everyday operations.

2. Compliance and Good Practice

SafeQult Consulting is committed to conducting its activities in accordance with applicable legislation, client requirements and relevant industry standards and good practice.

Within marine and offshore activities, we consider the nature of the operation, project-specific requirements and recognised industry standards and guidance relevant to the scope of work.

We regard compliance as the foundation of safe operations, not the final objective.

3. Risk Management

Hazards should be identified and associated risks assessed before and during the performance of work.

We promote the implementation of effective risk controls in accordance with the hierarchy of controls and the regular evaluation of their effectiveness.

Where conditions, scope of work or hazards change, the risk assessment should be reviewed accordingly.

4. Stop Work Authority

Everyone should have the right and responsibility to intervene where an immediate or unacceptable risk is identified.

SafeQult Consulting supports Stop Work Authority and a culture in which stopping work for genuine safety reasons is regarded as responsible action rather than an operational disruption.

Work should resume only after the situation has been properly assessed and appropriate controls have been implemented.

5. Safety Culture

A strong safety culture is built through the behaviours and decisions made every day.

We promote an environment in which people can openly raise hazards, mistakes, non-conformities and safety concerns without fear of unjustified consequences.

We support leadership based on engagement, communication, learning and personal accountability for safety.

6. Incidents, Observations and Learning

Accidents, near misses, unsafe conditions and safety observations should be appropriately reported and reviewed.

Incident investigation should seek not only to identify immediate causes, but also to understand organisational and systemic factors and establish lessons that can prevent recurrence.

SafeQult Consulting promotes an approach based on learning and continual improvement.

7. Competence and Responsibility

Safe performance requires appropriate competence, experience and awareness of hazards.

We undertake assignments within our professional competence and qualifications and support the continued development of HSE knowledge and awareness.

Everyone involved in an activity should understand their role, responsibilities and the risk controls applicable to the task being performed.

8. Environmental Protection

Environmental considerations form an integral part of HSE management.

SafeQult Consulting supports pollution prevention, responsible use of resources and the reduction of adverse environmental impacts associated with operations.

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

9. Continual Improvement

Safety requires continuous monitoring, learning and improvement.

Lessons from audits, inspections, observations, incidents and operational experience should be used to identify opportunities for improvement.

SafeQult Consulting is committed to continually improving its own HSE practices and supporting clients in developing safe, compliant and effective working environments.

10. Our Commitment

SafeQult Consulting is guided by the principle that no operational activity or business objective should be pursued at the expense of people's safety.

Our objective is to combine operational experience, risk management and a practical approach to HSE to support organisations in developing a sustainable safety culture.

Safety is not only about compliance. It is about how people think, decide and act.

APPROVAL

Prepared / Approved by	Role	Date	Signature
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