MEG OFFSHORE Ltd

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Health, Safety & Environment Policy

DOCUMENT	VERSION	ISSUE DATE	OWNER
MEG POL-HSE	1.0	01.10.2026	MEG Offshore Ltd

POLICY STATEMENT

It is MEG Offshore Ltd's policy to manage all activities in a responsible manner, without harm to the people involved and in accordance with the principles of sustainable development.

We recognise that health and safety are paramount: no task is so important that it shall be performed at the expense of unacceptable risk to health and safety. HSE considerations command equal prominence with other business considerations in every decision we make.

We place great importance on ensuring that the operations we take part in are safe for the people involved, and we aim to minimise our impact on the environment. Effective management of HSE risk is about embedding HSE practices into our culture and operating procedures.

SCOPE

This policy applies to the Board of Directors, management, all employees and consultants of MEG Offshore Ltd, at all locations, onshore and offshore. We require contractors and subcontractors working for us to comply with it, and we expect our suppliers and business partners to act consistently with it.

OUR COMMITMENTS

To support this policy we will:

- Comply with applicable laws, regulations and other requirements as a minimum, including the Health and Safety at Work etc. Act 1974 and client and site HSE requirements, and implement best practice where controlling laws or regulations do not exist.
- Identify hazards and assess HSE risk before work starts, using an analytical and fact-based approach, and apply controls to reduce risk to as low as reasonably practicable.
- Provide adequate resources, competent people, training and suitable equipment to implement, develop and maintain our HSE systems.
- Give every person the authority and the duty to stop work they believe is unsafe, without fear of retaliation.
- Report, investigate and follow up all incidents and near misses, and act to prevent them happening again.
- Work together across functions, and with our clients, partners, contractors and other stakeholders, to achieve efficient HSE performance.
- Consider HSE performance objectives in employee and contractor evaluations, rewards and recognition.

- Consult and involve our people on matters that affect their health, safety and welfare.
- Conduct regular audits of the HSE management system and continually improve our performance.

HEALTH AND WELLBEING

We will provide safe, secure and healthy working conditions for everyone who works for us, including appropriate working hours, welfare facilities and occupational health support. We do not tolerate bullying, harassment or any behaviour that puts the health or wellbeing of others at risk.

All personnel must be fit for work. Working under the influence of alcohol or drugs that may impair performance is prohibited.

ENVIRONMENT

MEG Offshore Ltd supports the Paris Agreement and the UN Sustainable Development Goals. Our main contribution is working within the renewable energy industry, which enables a reduced environmental footprint. We also aim to reduce CO_2 emissions through efficient data collection and operational planning.

We will minimise our impact on the environment by:

- preventing pollution and spills, and responding promptly and effectively if they occur;
- minimising waste and adopting sensible recycling policies;
- minimising energy consumption across all our activities;
- protecting the marine and coastal environments in which we work.

WHAT THIS MEANS TO YOU

- Speak up and stop any work if you feel it is unsafe.
- Report any instances of unsafe practices and/or any dangerous working situation to your manager, the Operations Director, the Managing Director, or by email to compliance@megoffshore.com.
- Make sure you are trained, competent and fit for the task before you start.
- Know and follow the HSE procedures and site rules that apply to your work.

RESPONSIBILITIES

HSE is a management responsibility requiring visible commitment, leadership and involvement.

Role	Responsibility
Managing Director	Overall responsibility for HSE, for this policy and for providing the resources needed to deliver it.
Operations Director and managers	Ensure activities in their area are planned and carried out safely, risks are assessed and controlled, and people are competent and trained. Lead by example.
Employees and consultants	Take reasonable care of their own health and safety and that of others; follow procedures, use the equipment and PPE provided, stop unsafe work and report hazards, incidents and near misses.
Contractors and subcontractors	Comply with this policy and with our site and project HSE requirements; report incidents and unsafe conditions to MEG Offshore Ltd.

MONITORING AND REVIEW

We will monitor HSE performance through inspections, audits, incident reporting and agreed performance indicators, and report results to the Board. This policy will be reviewed at least annually, or sooner if there are significant changes to our operations or to legislation, and communicated to all personnel.