

Global Quality, Health, Safety and Environment (QHSE) Policy

At OCS we are committed to delivering world-class Quality, Health, Safety and Environmental (QHSE) performance across our global operations. We believe that protecting people, delivering quality-led services and safeguarding the environment are fundamental to being a responsible business, creating long-term value and sustainable growth.

This aligns with our ambition of 'making people and places the best they can be', and our strategic aim to provide Best Service Excellence to our customers.

This policy applies to all colleagues, supply chain partners and those working within or on behalf of our organisation across all of our operating countries.

Our Executive Committee provides leadership and oversight to ensure this policy is effectively implemented, supported by the governance, resources, competencies and systems required to fulfil our QHSE commitments in alignment with our TRUE values.

We operate an integrated QHSE Management System aligned with our suite of internationally recognised ISO certifications, which support consistent service delivery, effective risk management and continuous improvement across our global operations.

Our Seven Core Commitments

1. Protect People and Promote Wellbeing

We are committed to providing safe and healthy workplaces that prevent work-related injuries, ill health and harm. We promote physical, mental and psychological wellbeing by fostering a culture of respect, inclusion and psychological safety where colleagues feel supported, valued and able to speak up.

2. Manage Risk Proactively

We apply a risk-based and preventative approach to managing quality, health, safety and environmental risks. Through systematic hazard identification, risk assessment and operational controls, we seek to eliminate hazards, reduce risk and prevent incidents before they occur.

3. Learn, Report and Improve

We encourage the transparent reporting of incidents, near misses, hazards and improvement opportunities. Our incident management processes focus on identifying root causes and systemic risks, ensuring lessons can be learned and shared across our organisation, strengthening resilience and preventing recurrence.

4. Deliver Quality and Responsible Services

We are committed to consistently delivering high-quality services that meet or exceed the expectations of our customers and stakeholders. We achieve this through robust operational controls, ongoing performance monitoring, and active engagement with our customers and partners. All of this ensures reliability, accountability and Best Service Excellence.

5. Protect the Environment and Advance Sustainability

We act as responsible environmental stewards, committed to protecting the environment, preventing pollution and reducing our environmental impact.

We will continue to responsibly manage and monitor our energy, water and waste impact. Our QHSE approach will support resource efficiency, circular economy principles and sustainable procurement practices aligned with our wider Environmental, Social and Governance (ESG) commitments.

6. Use Data, Technology and Innovation Responsibly

We use data insight, digital technology and targeted artificial intelligence (AI) to help strengthen our risk management, improve operational performance and enhance OCS safety outcomes.

We ensure that any digital tools and AI systems are implemented responsibly, securely and ethically, supporting better decision-making and continuous improvement.

7. Engagement, Collaboration and Accountability

We provide our colleagues with the training, knowledge, tools and leadership support necessary to work safely, deliver quality services and protect the environment. We encourage shared accountability, active participation and engagement across our workforce, providing open channels for reporting concerns, risks and improvement opportunities.

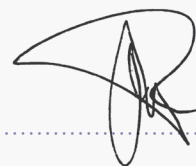
Underpinned through our Customer Engagement Visits (CEV's) we work collaboratively with customers, contractors, suppliers, regulators and communities to promote high standards of QHSE performance and shared responsibility for safety and sustainability.

Everyone within OCS is accountable for supporting this policy and for complying with applicable QHSE requirements.

Through positive leadership, transparency and a shared commitment to continuous learning, we will reinforce our safety-first culture and create lasting value for our colleagues, our customers and for the environment.



Rob Legge
Group Chief Executive Officer



Jonathan Gawthrop
Group Chief QHSE Officer