



HSEQ Policy

In accordance with ISO 9001:2015, ISO14001:2015 and ISO 45001:2018



Document Code:	FLO-IMS-POL-0004
Version Number:	V 3
Date:	Sep 2021
Prepared by:	T Hudson
Checked by:	N Stephen
Owned by:	K Jardine

Document History

Version Number	Reason for Issue / Major Changes
V 1	First final draft issued for comment by Flotation
V 2	Signature updated to CEO
V 3	Template updated to current version (document owner)

Our HSEQ Policy

Flotation Energy is committed to an operating philosophy based on open communication, integrity in our business practices, fairness and concern for our employees and our responsibility to the communities and environment within which we operate or may affect.

Our vision is to exceed expectations for quality, safety, sustainability, cost, delivery, and value which is underpinned by our Safety, Health, Environment and Quality (HSEQ) Integrated Management System (IMS). Therefore, we shall create a healthy, safe, and sustainable business culture that is based on the following principles:

Our people and wellbeing

Flotation Energy puts health and safety at the forefront of everything we do, as such health and safety shall always be the priority consideration in the conduct of our operations onshore and offshore. Flotation Energy's Top Management recognises their accountability for health and safety behaviours across the business and are fully committed to the achievement of our vision of a safe, healthy and enjoyable work environment that causes no harm to our people, contractors, visitors or members of the public. Flotation Energy will achieve this by:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowering our people to foster a culture of undertaking our work "the right way" working on the goal of no major incidents and application of ALARP by providing training, management commitment and effective communication;
3. Actively engaging with and involving our people in our HSEQ IMS and the continual improvement process;
4. Maintaining a structure, encompassing good business ethics, that will ensure the effective management of health and safety across the business, including the delegation of responsibility at appropriate levels;
5. Providing arrangements to identify, evaluate, control and reduce health and safety risks by applying all applicable legislation, industry good practice and internal Flotation Energy experience and knowledge;
6. Ensuring that our people are suitably trained to carry out their roles in a competent and professional manner;
7. Promoting the health & wellness of our people by identifying and controlling workplace related health risks, and encouraging employees to be proactive about their health through supportive activities and communication;
8. Ensuring an open safety culture, openly communicating health and safety related information throughout the business, industry bodies and any other relevant parties;
9. Ensuring that competent contractors are selected with high health and safety expectations established for their work specialism;
10. Ensuring that measures to deal with all practicably foreseeable emergency situations are suitable and sufficient;
11. Ensuring that KPI's are agreed and implemented to ensure continuous improvement across our business;
12. Being clear that we will treat health, like safety across our business.

Our quality

Beginning with a clear definition of our project partners expectations, we strive to consistently meet or exceed them. We adhere to all the applicable ISO standards, specific requirements and endeavour to implement processes that ensure we achieve this. Flotation Energy is committed to achieving competitive excellence and providing services designed, produced and maintained to meet or exceed expectations by:

1. Complying with all project partner, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Actively engaging with and involving our people in our HSEQ IMS and the continual improvement process;
4. Extending our HSEQ IMS practices throughout our Supply Chain.

Our environment

Flotation Energy is committed to respecting and supporting the environment and communities within which we operate, by ensuring Top Management accountability for the environmental behaviours of the company. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the protection and conservation of the physical environment (and the species it supports), biodiversity and ecosystems, and as such, we are committed to:

1. Protecting and enhancing (where practicable) of the onshore and marine environment, biodiversity and ecosystems;
2. Conformity to legislative obligations where we operate;
3. Ensuring that the design of our developments is undertaken in a sustainable and environmentally friendly way by identifying environmental hazards and including control measures at an early stage within the design;
4. Incorporating our environmental commitments into the procurement process to ensure contractors commit to complying with Flotation Energy's policies;
5. Considering sustainability, prevention of pollution and waste management as a criteria during appointment of contractors i.e. carbon emissions records, travel requirements;
6. Undertaking that our contractors work in a sustainable and environmentally respectful manner during construction, installation, operation and maintenance;
7. Recording, reporting and investigating any environmental incidents including near-misses and maintain an open dialogue with the relevant governing bodies;
8. Recognition and positive engagement with the communities in which we operate;
9. Actively engaging with and involving our people in our HSEQ IMS and the continual improvement process.

Our Review

This policy will be reviewed regularly to ensure that it is current and relevant to all Flotation Energy's activities and regulatory requirements.

Our Responsibilities

Flotation Energy Top Management are responsible for fostering and leading a culture that promotes the principles of this HSEQ policy. The Flotation Energy Management Team is responsible for implementing the principles and practices embedded in this policy. Our people are responsible for HSEQ within their work activities and are encouraged to take responsibility for their overall health and well-being. This policy shall be communicated to all employees and directly employed contractors working for or on behalf of the business.



Signed by

CEO

Flotation Energy PLC

Date: 29/10/2021

