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HSEQ Policy

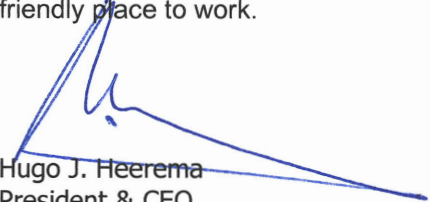
At Bluewater, we are dedicated to achieving the highest standards in Health, Safety, Environment, and Quality (HSEQ) performance. This policy provides a comprehensive framework for managing HSEQ risks and opportunities, ensuring the safety and well-being of our employees, contractors, and stakeholders.

We believe that a proactive and responsible approach to Health, Safety and Environmental care is integral to our operations. Our commitment to HSEQ excellence is reflected in our continuous efforts to minimize risks, promote sustainability, and maintain compliance with regulatory requirements.

To achieve these goals, we will:

- prioritize the health and safety of our employees, contractors, and stakeholders. Our operations are guided by the Corporate Major Accident Prevention Policy and are designed to minimize and control risks through proactive hazard identification and mitigation.
- commit to environmental sustainability and strive to reach net zero emissions by 2050. We actively promote renewable energy solutions and support our clients in reducing their environmental footprint.
- maintain robust assurance activities to demonstrate compliance with regulatory and client requirements. Continuous improvement is embedded in our quality management systems.
- recognize the critical importance of process safety. Leadership at all levels is accountable for implementing and sustaining a risk-based process safety improvement plan.
- acknowledge that the Functional Safety Management Framework is a critical component of our overall management system.
- actively engage with internal and external stakeholders to align our HSEQ practices with industry best practices and societal expectations. Collaboration and knowledge sharing are key to our success.
- foster a culture of transparency, open communication, and empowerment. All personnel are encouraged to speak up about safety concerns and contribute to continuous improvement.
- commit to developing and maintaining a structured competency framework for all safety-critical roles. This includes leadership training, technical qualifications, and role-specific safety competencies to ensure that personnel are equipped to manage HSEQ risks effectively.
- use risk-based audits, assurance, and KPIs to drive learning, accountability and performance improvement.

This policy reflects our commitment to HSEQ excellence. All employees and contractors are expected to uphold the principles outlined herein and contribute to a healthy, safe, sustainable, and environmentally friendly place to work.


Hugo J. Heerema
President & CEO
September 2025