# Quality, HSE, Environment, Social Responsibility and Integrity Policy

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## Project Title

**Quality /HSE Policy**

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**Quality, HSE, Environment, Social Responsibility and Integrity Policy**

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Neodrill AS has a Quality System in compliance with the standard NS - EN ISO 9001:2015

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1 PREAMBLE

1.1 Versions

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2 QUALITY, HSE, ENVIRONMENT, SOCIAL RESPONSIBILITY AND INTEGRITY POLICY

2.1 Quality-Policy

- Neodrill will generate values through design, engineering, installation supervision and rental services related to PreRig well construction operations.
- Neodrill will follow through by being committed to meet relevant regulatory requirements, laws and standards, and continually improve the quality management system.
- Neodrill shall strive to meet customer requirements, needs and expectations and we will emerge as a preferred partner with high competence and good business ethics.
- Our quality standards apply to all employees and our business partners.
- Our employees are ambassadors for NeoDrill values and leadership principles.

2.2 HSE-Policy

- By promoting the exchange of ideas, competence and experiences, employees of Neodrill shall have a good and open working environment.
- Health, safety and environment shall be an integrated element of all implementation and planning of our activities.
- We will achieve this through visible management commitment, the implementation of systematic internal control measures, risk assessments and initiatives to continually identify hazards and environmental risks.
- We enforce company safety and health rules and require employees, subcontractors and consultants to follow the rules and practice a STOP job philosophy as a condition of employment.
- We shall have a “zero harm philosophy” in relation to injuries and accidents.

2.3 Environmental- Policy

- Neodrill is committed to meet the applicable legal requirements and the requirements the organization subscribes in the environmental aspects.
- We are committed to continuously improve our environmental system and prevent pollution, to limit the negative impact on the environment from our activities.
- We shall have a “zero philosophy” in relation to environmental damage and accidents.
2.4 Social Responsibility and Integrity Policy

We expect that all our employees behave respectfully towards others and act in line with Neodrill’s values.

We will achieve this by:

- Fulfilment of relevant requirements in the UN Universal Declaration of Human Rights and respect local laws wherever we work
- Ensuring equal opportunities regardless of age, beliefs, gender, marital status, sexual orientation, nationality or ethnicity and encourage diversity
- Understanding and identifying the potential social and cultural impact of our work
- Conducting to our business in an honourable way and promote free competition in relation to vendors.
- Opposing to any form of corruption
- Maintaining high business standards and ethical awareness in our daily business to ensure Neodrill’s integrity
- Follow our customers approved rules and regulations