

## Health, Safety, Environment, and Quality (HSEQ) Policy

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Indianic is a marine construction provider specialising in commercial diving. We are committed to creating a safe and healthy workplace, environmental sustainability, and continuous improvement through business planning of our Health, Safety, Environment and Quality (HSEQ) management systems.

In all areas of our organisation, our primary focus is to:

- Implement an integrated management system that complies with all requirements of International Standard ISO9001, ISO14001 and ISO45001.
- Continually strive for excellence and improve our systems to achieve excellent outcomes for our stakeholders.
- Maximise opportunities and minimise risk.
- Perform beyond compliance.

Indianic Group are committed to:

- Eliminating health, safety, environment, and quality hazards and reducing risks for our workers and stakeholders.
- Continually striving for safe and healthier working conditions for the prevention of work-related injury and ill health.
- Preventing ill health and injuries related to psychosocial risks and promoting well-being at work.
- Consulting with our workers and requesting their participation in various matters relating to our management, system, and operational performance.
- Protecting the environment and preventing pollution within the scope of our work.
- Consistently meeting and working to exceed customer, community and our other stakeholder needs and expectations.
- Continual improvement of our health, safety, environment, and quality management systems.
- Fulfilling all our legal and other requirements.

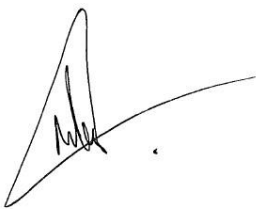
Indianic Group will achieve these objectives by:

- Monitoring, measuring, and recording our health, safety, environment, and quality performance.
- Consulting and engaging with our workers and other key stakeholders regarding risk and opportunities.
- Ensuring strong performance of our workers, contractors, and suppliers.
- Supplying excellent customer service.
- Ensuring our operations do not impact the environment in the areas we have control over.
- Continually improving, innovating, and applying sustainable and best practice principals to drive a strong improvement culture.
- Consistently meeting our legal and other compliance requirements.

We encourage all our stakeholders to contribute towards the development of this Policy and to challenge any non-compliant or ineffective practices.

**APPROVED:**

*This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy, and value.*



Nigel Rees, Managing Director