

HEALTH SAFETY SECURITY & ENVIRONMENTAL STATEMENT

Oceans of Energy is fully committed to pursue the goal of no harm to people, no accidents, no security breaches and no damage to the environment. The company's Management is fully committed to show strong leadership to protect all employees, contractors, business partners, the organizations and communities we work alongside with and the customers we serve, by ensuring our operations are carried out safely and securely with minimal impact to the environment. We believe effective management of health, safety, security and environment issues contribute to the reduction of risk to our business as a whole.

We cherish a culture in which we challenge ourselves constantly to improve on health and safety performance, while interaction with each other and the environment is respectful. We believe that an open culture improves the safety of the company, together with our principles of commitment, care, fairness & consistency, accountability and integrity.

We see ourselves playing a leading role in developing and promoting best practices in this new industry of offshore solar. We aim to provide our products and services using energy and material as efficiently and sustainable as possible, placing minimum burden on the environment, and provide offshore solutions that meet the highest standards of safety, security and operation.

We recognize that policies, strategies, standards, leading and lagging performance indicators and targets will help to manage risks and improve our overall HSE performance. We have developed a systematic approach to our HSE Management, designed to ensure compliance with applicable law, as well as to achieve continuous performance improvement. We set targets at all levels in our organization for improvement and measures of our HSE performance: at the top level of the organization, at the operational & departmental levels and at the level of individual staff; in which the first driver is pro-active and preventive actions, because that is the only way towards zero incidents. Managing our HSE performance is the most important business activity, above all other critical businesses. We aim to have an excellent performance where we can be proud of and earn the confidence of our partners, customers and society at large.

This documents outlines our Health, Safety, Security and Environment Policy objectives.

Health

We strive to achieve a healthy working climate by providing safe and healthy working conditions in which injuries and health problems are prevented, and a healthy life style is promoted. A continuous improvement process is in place for which all our employees, including temporary employees, are encouraged to contribute and speak up. All employees are expected to do their utmost to create a supportive work environment, where everyone has the opportunity to reach their fullest potential, and be free from harassment, intimidation, bias and unlawful discrimination.

*Our goal is to provide safe and healthy working conditions
and promote a healthy lifestyle*

To achieve this goal:

- We comply with all relevant health legislation and other “ARBO” requirements
- We provide a framework that ensures a positive culture for employees, increasing their awareness and promoting their ownership of health through communication, active participation and the provision of suitable and adequate training
- We accommodate for a healthy workplace, by continuous attention to the provision and maintenance of our office, construction and assembly locations as well as our offshore farms
- We have a philosophy of care for each other and have a ‘buddy and confidant’ system in place for (new) employees
- We provide healthy work-life balance initiatives for employees such as flexible work and leave policies and support personal development activities

Safety

We are committed to providing a safe and secure workplace for all of our people, at each work location for every type of work.

Our goal is to aim towards a zero incident rate

To achieve this goal

- We invest continuously in awareness and reporting of incidents, with the purpose of improving.
- We are open and honest about safety.
- We comply with all relevant safety legislation and other requirements
- We accommodate for a safe workplace, by continuous attention to the provision and maintenance of our office, construction and assembly locations as well as our offshore farms
- We take care of safe arrangements for the handling, storage, transportation, installation, operation, monitoring, maintenance and decommissioning of our products
- We provide ample information, instruction, training and supervision to enable all employees, and other persons likely to be affected, to avoid hazards and contribute positively to their safety and health at work
- We take care of the equipment and tools we use and systems of work to make sure they are safe and without risk to any person
- We carry out risk analyses before every new activity and sharing lessons learnt company-wide after each new activity. In this way we build and constantly improve on our HSSE management system and grow an inclusive and conscious safety culture
- We listen. Open communication is key in promoting safety awareness as well as behavior. By promoting “speaking up about safety” within and between all levels of the organization we create a transparent environment where everyone feels comfortable in speaking up about their own and their colleague’s safety.

We have installed, and are constantly improving the safety culture and our HSSE Management System including all work processes jointly created by the Management, HSSE Manager, Department heads and all employees.

Security

We aim to protect our premises, products, services, trade secrets and offshore assets as best as we can from physical as well as cyber-attacks or other intentional violations using sophisticated means. We recognize the need to adapt accordingly and scale up our (cyber)security strategies in step with our company developments regarding staff, processes and technologies.

We will use a holistic approach to ensure cyber security robustness and resilience offshore. This holistic approach needs to provide efficient, cost-effective technical validation to provide “bottom up” proof that proper security measures have been taken for a complete system from an end-to-end perspective.

Our goal is to provide for secure energy supply by zero security breaches: physically at sea as well as information, data and remote services

To achieve this goal:

- We design our offshore solar farms with a ‘security by design’ mindset
- We establish cybersecurity standards and guidelines following IEC/ISO 62443 standards
- We invest in personal awareness (e.g. awareness of phishing) and continuously update our internal communication policies and procedures with the latest advances in security enhancements and aim to use state-of-the-art operational technologies, once in place
- We have appointed an information security officer who understands and enforces the cybersecurity regulations, stays ahead of the latest threats and manages the information security management system
- We work closely together with local, federal and EU level enforcement to align our design and our offshore operations with the applicable coastguard and defense policies and requirements

Environment

Our goal is to provide our services with the minimum possible impact to the local as well as global environment. We try to achieve this by considering our environmental impact and footprint within every phase of the life cycle of our technology and services (procurement, production, assembly, installation, operation, maintenance, decommissioning). We work in the most environmentally friendly manner as possible and adhere to environmental laws. We strive to prevent pollution, use energy and raw materials efficiently, recycle and reduce waste, and process it responsibly, in every part of our organization. We believe we can deliver projects worldwide that provide a win-win for the (local) people as well as the planet, by also focusing on environmental and sustainability KPIs.

Our goal is to run our operations with minimum possible impact to the local as well as global environment

Investing in scientific research also increases OOE's overall credibility, especially for key stakeholders such as authorities and the scientific community. Because we believe the interaction between the science and the engineering is crucial, we have been building our in-house environmental research team, rather than simply outsourcing all the research. This allows us to ensure that the environmental research outcomes directly find their way to design optimizations.

At Oceans of Energy, we are committed to the Sustainable Development Goals (SDGs), which have been formulated by the United Nations. This selection of 17 goals was designed to be a “blueprint to achieve a better and more sustainable future for all.” We are proud that our solution and operations are currently directly delivering on 3 of the UN’s SDGs: Affordable and Clean Energy (SDG7), Sustainable Cities and Communities (SDG11), Climate Action (SDG13), and indirectly on 5 more: Gender Equality (SDG5), Clean Water and Sanitation (SDG6), Decent Work and Economic Growth (SDG8), Industry, Innovation and Infrastructure (SDG9) and Life below Water (14).



Appendix I NOMENCLATURE

<i>Acronym</i>	<i>Meaning</i>
ARBO	Arbeids Omstandigheden
CSR	Corporate Social Responsibility
EU	Europe/European
HSSE	Health, Safety, Security and Environment
OOE	Oceans of Energy
SDG	Sustainable Development Goal