

Work Environment Policy

Purpose

OceanTech is committed to maintaining a safe, ethical, and high-performing work environment that meets the demanding standards of the oil and gas industry. This policy applies to all employees, contractors, and partners at all onshore, offshore, and customer locations.

1. Health, Safety & Environment (HSE)

We uphold the highest standards of HSE by complying with all relevant local and international regulations (OSHA, ISO 45001, ISO 14001); promoting a zero-incident culture and proactive risk management; ensuring proper use of PPE and adherence to safe operating procedures, conducting regular training, drills, and risk assessments; managing environmental impact responsibly; and reporting all incidents promptly.

2. Workplace Culture & Conduct

We foster a culture of respect, inclusion, and professionalism by maintaining a workplace free from harassment and discrimination; enforcing zero tolerance for bullying, misconduct, or retaliation; encouraging open communication and fair resolution of concerns; and holding everyone accountable for upholding OceanTech's values and ethical standards.

3. Operational Integrity & Compliance

All personnel must comply with applicable laws, regulations, and company procedures; conduct business with integrity and in line with anti-corruption principles; protect company and customer information; and report compliance concerns immediately.

4. Well-being & Work-Life Balance

OceanTech values its people by providing adequate rest and rotation schedules to prevent fatigue; offering mental health and employee support programs; and encouraging a balanced approach to sustain both safety and performance.

5. Reporting & Continuous Improvement

We promote transparency and learning through confidential reporting channels and whistleblower protection; regular audits and performance reviews; and applying lessons learned to strengthen our culture and HSE practices.

6. Consultation and Participation

OceanTech recognizes that employee involvement is essential for maintaining a safe and productive workplace. We ensure active consultation and participation of employees in developing, implementing, and reviewing health, safety, and environmental procedures. Employees are encouraged to share insights, raise concerns, and suggest improvements to support a culture of shared responsibility and safety awareness.

By following this policy, every individual contributes to a safe, ethical, and successful OceanTech.



Bernt Schjetne CEO

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