

Providing the Vital Connection

HEALTH, SAFETY, ENVIRONMENT & QUALITY (HSEQ) POLICY

In the world's harshest environments and ever increasing water depths, JDR Cable Systems' world leading products and services bring power and control to offshore oil, gas and renewable energy systems. JDR design, engineer and manufacture subsea power cables, subsea production umbilicals and intervention work over control systems (IWOCs) to suit the dynamic requirements of each customer's application. JDR is uniquely positioned to be the vital enabler of the global energy transition and contribute to the delivery of net zero green-house gas emissions by 2050.

As a leading the designer and manufacturer of subsea power and control cables, JDR are committed to the safe, reliable and environmentally conscious connection of offshore renewable energy and infrastructure assets, whether deployed offshore, back-to-shore or installed onshore to the grid connection point for offshore energy assets. JDR provide control umbilicals and IWOCs product solutions to aid our customers in the safe operation of subsea production and assess and offer rental equipment tailored to specific project requirements. Our Offshore Services Team provide a trusted customer link to expert solutions and is dedicated to installation, equipment and product maintenance (onshore & offshore), asset healthcare, assurance, equipment and product upgrades for the oil & gas and renewables markets, with reliable support across every stage of the project lifecycle.

We define the scope of our Health, Safety, Environmental & Quality Management Systems to be "the sales, marketing, design, manufacture and field service management of land and subsea umbilical's and power cables."

Our Vision and Values include HSE, Quality and Sustainability, not only because they are vital to the success of our business, but because their successful management is central to providing a safe, healthy and environmentally sustainable workplace for our employees, contractors, visitors and clients. Our commitment to Operational Excellence and Right First Time Quality is key to ensure we develop strong

relationships with our customers, contractors and community as a trusted partner.

To achieve this, JDR have established management systems covering all of our activities that comply with all relevant statutory requirements and the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certification standards.

We integrate HSEQ into everything we do and strive to set the benchmark for HSEQ for others to follow. To meet this vision, JDR actively involves all employees, empowering them with the authority and responsibility to play their part in maintaining our commitment to continual improvement.

We are committed to:

- Identifying, measuring and controlling the HSEQ risks associated with our activities, including those relating to energy consumption, water use and discharge, the use of chemicals and waste generation.
- Implementing safe systems of work to prevent injury, ill health, minimise pollution and environmental impact from our own activities in accordance with our compliance obligations and best HSE practice.
- Optimising energy consumption, while consuming material goods in moderation.
- Product and service defect prevention, ensuring that JDR supplied products and services consistently conform to specified customer requirements and regulatory authority standards.
- Targeting and Reducing the Cost of Non Quality (CONQ) within defined Company targets.
- Understanding the Voice of the Customer and transferring the requirements through to our supply chain to deliver value.
- Reducing environmental impact throughout our supply chain., developing innovative production and offering reduced emissions in our product range.



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- Providing adequate information, instruction, supervision and relevant HSEQ training, to enable our employees to undertake their work activity safely and without risk to the environment or product.
- Actively communicate and consult with employees at all levels of the organisation and report our HSEQ and Sustainability performance via our annual report and public website.
- Setting annual HSEQ & Sustainability Objectives and Targets in the pursuit of continuous performance improvement.
- Providing sufficient resource to ensure HSEQ & Sustainability Objectives and Targets can be achieved.
- Monitoring our HSEQ performance through regular audits and inspections and by establishing relevant key performance indicators (KPI's).
- The review of HSEQ Objectives and Targets both locally at site level and by the Executive Management Team annually.
- Embracing an HSEQ culture as a core value has significant competitive advantage. Aligned with our vision, values and business objectives, this culture ensures a shared purpose and fosters our organisation's capacity to thrive.

The Executive Management Team review and approve this policy annually and it is signed on behalf of the business by the Chief Strategy & Compliance Officer.



James Young
Chief Strategy & Compliance Officer

Date: 12th April 2024

The Executive Management Team at JDR Cable Systems has ultimate responsibility for HSEQ management, and fully endorse this policy, championing its effective implementation through their active visible leadership in the organisation.

This policy is available and maintained as documented, and is communicated to all employees and those working on our behalf, to ensure individuals' HSEQ responsibilities are understood.

Cooperation in the effective implementation of this policy is a condition of employment, contract and supply.

This policy is also available for all interested parties as appropriate.

