

Providing the Vital Connection

HEALTH, SAFETY, ENVIRONMENT & QUALITY (HSEQ) POLICY STATEMENT

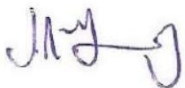
JDR designs, engineers, and manufactures subsea power cables, land cables, subsea production umbilicals, Intervention Work Over Control Systems (IWOCS), and associated offshore service solutions to support the safe and reliable connection, operation, and maintenance of offshore renewable energy and subsea infrastructure assets. Through these activities, JDR supports the global energy transition and the achievement of net zero greenhouse gas emissions by 2050.

The scope of JDR's Health, Safety, Environmental and Quality (HSEQ) Management System covers the sales, marketing, design, manufacture, and field service management of land and subsea umbilicals and power cables.

JDR is committed to integrating HSEQ into all business activities and maintaining high standards of safety, quality, environmental responsibility, and operational performance. This commitment is supported by:

- Enforce strict Life Saving Rules to control critical hazards and high-risk activities, preventing fatalities and life-changing incidents.
- Promote a strong HSEQ culture through employee involvement, continual improvement, and the provision of appropriate information, instruction, supervision, and training.
- Identify, assess, and control HSEQ risks relating to safety, environmental impact, resource use, product quality, and service delivery.
- Implement safe systems of work to prevent injury, ill health, pollution, environmental harm, defects, and non-conformances while complying with legal, regulatory, and customer requirements.
- Reduce waste, improve efficiency, minimise the Cost of Non-Quality (CONQ), and ensure customer and supply chain requirements are effectively communicated and achieved.
- Establish and monitor annual HSEQ and sustainability objectives through audits, inspections, KPIs, and management review processes.
- Ensure the Executive Management Team maintains overall accountability for HSEQ performance and continual improvement of the management system.

Compliance with this policy is a condition of employment, contract, and supply. Please see JQ1.01.14684 HSEQ Full Corporate Policy for further information. This Policy is reviewed annually.



James Young
Chief Strategy & Compliance Officer
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