

# HSE&Q Policy

The Eureka Group consists of the companies Eureka Pumps and Eureka Logistics, which provide process and safety critical equipment, products and solutions to the global oil, gas and renewables industry. Eureka contributes to customer safety and profitability through delivery, maintenance, and modifications of safety and production critical solutions. Eureka shall be the preferred supplier within its business area and shall be known in the industry for their product quality and innovative technical solutions, business ethics, professional skills, efficiency and flexibility in managing the work assigned by our customers.

Eureka practices a zero-injury philosophy and this philosophy is central in all work carried out within the group. It involves searches for methods, systems, technology and competence that enable us to perform our activities without inflicting injury to ourselves, customers or others, without the loss of human life and without causing damage to environment and materials.

To Eureka a zero-injury philosophy represents both a goal to strive for and a way of thinking.

- no personnel injuries, work related diseases or negative health impact to personnel
- no damage to material or pollution of the external environment
- no non-conformance or complaints from customers concerning our products and services

Based on the positive attitudes and conduct displayed by our employees, we would like all employees, their families, our customers, suppliers and other stakeholders to look upon Eureka as a company with focus on:

- deliveries that meets customers' expectations on timely delivery to agreed quality and price
- continuous improvement
- well-being and a sound working environment
- health, the environment, safety and security
- openness about HSE&Q results and HSE&Q working methods

Eureka commits to continuous improvement of environmental performance, including pollution prevention.

Eureka commits to continuous improvement of the occupational health and safety performance, reduce operational health and safety risks and assure consultation and participation of workers and workers representatives.

We identify, evaluate and manage risk related to the entire value chain to eliminate hazards, avoid unwanted incidents and to contribute to the achievement of Eureka's main objectives.

Internal Eureka requirements will comply with applicable regulations and laws.

No work is so urgent that it cannot be carried out in a safe manner. All employees and contractors have the responsibility and authority to stop work they believe to be unsafe.

All Eureka employees are responsible for their own health and safety and commit to reduce the risk of damage to personnel, the environment, and material/goods.

All Eureka executives have a particular responsibility to comply with the HSEQ policy and for demonstrating visible and credible commitment to all HSE&Q matters.

All employees in Eureka have a responsibility for complying with our values: Professional, Ambitious, Caring, Enthusiastic.

This HSE&Q policy is reviewed yearly.

Fornebu, November 18<sup>th</sup>, 2024