

Quality, Health , Safety & Environment policy

In reference to our activities in Engineering, Marine Operations, and consulting within energy transition projects, we undertake to implement all the means at our disposal to ensure quality, hygiene, physical and mental health, safety, environmental protection for people, but also to consider the protection of asset.

It is around our philosophy of work and our 4 fundamental pillars that we have decided to build our commitments in terms of quality health, safety, environment and demonstrate our engagement for continuous improvement.

1. People first

- Identify risks & environmental impacts as early as possible by a prevention approach in a positive mindset which will enable to implement actions and control them in order to solve problems before they arise.
- Promote communication for a safe workplace, which is one of the best prevention tools for raising awareness, informing, and training employees, but above all for preserving their physical and mental health.

2. Constant Quality

- Ensure compliance of the management system with the laws, codes and rules requested by a country, project, or customer to protect the health & safety of workers, the environment and asset.
- Provide our full expertise and the best of ourselves in our assignments to ensure successful services in compliance with Quality, Safety and Environmental requirements.

3. Cutting edge

- Innovation be a driving force behind proposals with employee participation and consultation in a team spirit, encouraging collaborative solutions for continuous improvement to increase the QHSE management system performance.
- Ensure Client satisfaction with responsible and innovative solutions to meet their requirements

4. Sustainable growth

- Permanent integrity in sales proposals and in promoting a relationship of trust with customers to ensure their satisfaction and compliance of its management system. Assignments will be carried out with impartiality and with respect for the confidentiality of shared information.
- Work continuously on the corporate culture of safety, environmental protection, reducing the impact of an activity on the environment and promoting eco-responsible behaviours.

Antoine Bosc
President



Company Societal Responsibility policy

In reference to our activities in Engineering, Marine Operations, and consulting within energy transition projects, we undertake to implement all the means at our disposal to contribute to develop a CSR company culture. We have a code of business conduct that details our working philosophy.

We are committed to CSR objectives and continuous improvement:

- **Respect for human rights**, based on major commitments such as the obligation of vigilance to ensure good prevention, identify situations presenting a risk for human rights, and promote equality and equity between men and women.
- **Labour relations and working conditions**: we promote satisfactory working conditions with our partners, guaranteeing the health and safety of employees and third parties, in particular by implementing tried-and-tested safety systems and developing training and awareness-raising initiatives.
- **Best business practices**: Ensuring integrity in business management for customer satisfaction and promoting a relationship of trust.
- **Respect for customers**: Compliance with RGPD regulations for internal and external marketing and communication.
- **Environmental protection**: Remaining vigilant and alert to prevent pollution. Promote sustainable use of resources.
- **Social commitment** by promoting the circular economy with local players depending on where we operate.

Antoine Bosc
President

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Smoking, Drugs, Alcohol and Weapons policy

In reference to our activities in Engineering, Marine Operations, and consulting within energy transition projects, we undertake to implement all the means at our disposal to ensure each employee shall conduct themselves in a professional manner and take care of their health.

Smoking

Smoking, matches, or lighters are only allowed in designated smoking areas. In addition, they are not allowed in or around helicopter landing areas or while in flight unless the pilot has given permission.

Only safety matches (no "strike-anywhere" matches) or lighters with the sparking mechanism enclosed (no disposable lighters) are permitted.

Drugs, Alcohol and Weapons

The use, possession, transportation, promotion or sale of illegal drugs, controlled substances, drug paraphernalia, alcohol, firearms, or weapons while on NERIO premises, whether owned or leased, is absolutely prohibited.

The principle of the zero-tolerance policy is applied to all our activities.

Use of prescription or over the counter (OTC) medications that may impair your ability to work safely shall be discussed with your supervisor before beginning work.

In order to protect the health and safety of employee's and partners, Nerio reserves the right to carry out testing for drugs and alcohol if there is reasonable cause to believe as a result of observations of behavioural signs and symptoms that an employee is under the influence of drugs or alcohol. This requirement applies without accident and to any type of incident or accident.

Any employee who tests positive for drugs or alcohol will be immediately excluded from the site and subjected to further tests, which may result in disciplinary sanction.

Nerio want to provide a safe, health and productive work environment for all employees and partners, wherever they are employed in the world.

Antoine Bosc
President

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