

2-2-0 Policy HSE, Quality, Environment, Sustainability and CSR

Deep C AS always delivers high-quality work to ensure customer satisfaction and to be the preferred choice for future engagements. Deep C is a responsible and leading provider of specialist services in seabed interventions and Subsea. We safeguard the health and safety of our employees while also protecting the external environment and maintaining a strong focus on sustainability and corporate social responsibility.

This policy is anchored on our values:

Dedicated – Enthusiastic – Entrepreneurial – Professional ✦ Caring

We take responsibility for health, working environment, and safety

- ✓ We plan and work proactively and systematically to prevent health issues and injuries, ensuring a safe workplace for our employees
- ✓ We make it possible for employees to balance work and family life, and to enjoy a healthy work–life balance
- ✓ Risk-based thinking and personal responsibility in all situations help us improve safety levels every day
- ✓ We ensure secure handling of information and digital solutions as an integrated part of our HSE management, including prevention of digital incidents and protection of information and personal data
- ✓ Our management system is based on principles from ISO 27001, and contributes to safe and robust operations through systematic risk management, emergency preparedness, and clearly defined roles and responsibilities
- ✓ We are certified in accordance with ISO 45001:2018 Occupational Health and Safety Management System

We are serious and professional

- ✓ We are a serious, attractive and qualified supplier of specialist services and products to the energy industry
- ✓ We focus on customer needs and aim to deliver products and services with the right quality, price and delivery time
- ✓ We strive for clear communication and well-defined contractual relationships
- ✓ Our employees and suppliers are dedicated, motivated and skilled
- ✓ We continuously work on risks and opportunities to improve our internal procedures and guidelines, as well as maintain and enhance our competence
- ✓ We are certified in accordance with ISO 9001:2015 Quality Management System

We are sustainable

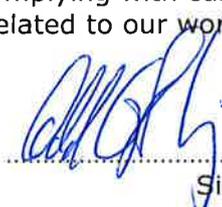
- ✓ We plan and work proactively and systematically to prevent environmental damage
- ✓ When developing our products and services, we prioritize sustainable solutions whenever possible, benefiting both our customers and society
- ✓ Our environmental efforts are based on selected UN Sustainable Development Goals to ensure environmental, social, and economic success
- ✓ We are certified in accordance with ISO 14001:2015 Environmental Management System

We take corporate social responsibility

- ✓ We respect human rights and promote ethical business practices
- ✓ We contribute to local communities through responsible procurement, collaboration and value creation
- ✓ We have zero tolerance for corruption, discrimination and unethical behaviour

We are committed to adhering to and further developing this policy in line with societal and corporate developments. Furthermore, we commit to complying with customer requirements, applicable laws and regulations, and other obligations related to our working environment, quality and environmental aspects.

Place/Date: Kristiansund 26.03.2026


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Sign. CEO