

Boskalis Way of Working SHE-Q Policy

Boskalis creates new horizons for all its stakeholders. As a leading global dredging and marine contractor and services provider we offer a unique combination of experts, vessels and activities. Maintaining the highest standards of quality, safety and sustainability, we provide innovative and competitive all-round solutions to our clients in the offshore industry and in ports and coastal areas around the world.

The Boskalis Way of Working is our integrated quality management system, designed to give our staff the best possible support in achieving operational excellence. It is aimed at offering a consistent client approach, with a clear focus on providing safe and sustainable solutions. The Boskalis Way of Working management system is compliant with the international ISO 45001, ISO 14001 and ISO 9001 standards and is assessed and certified by an independent external auditor. We monitor our compliance and identify opportunities to further improve our performance by conducting regular internal audits, inspections, emergency drills, and management reviews.

The Boskalis Way of Working is based on a number of principles and essentials.

- **Requirements & Expectations:** full understanding of our client, their needs, the contract and the applicable legislation is an essential first step in our Way of Working.
- **Delivery Plan & KPIs:** by utilizing our Group Delivery Plan and KPIs we ensure a professional approach to contract management and project execution.
- **Opportunities & Risks:** we identify risks upfront and manage and mitigate these during operations whilst continuously seeking opportunities for further optimization.
- **Competences & Teams:** with a global presence and large network of experts, we build on teamwork, entrepreneurship and professionalism. We motivate employees to take care of their health and be Fit for Duty. Illicit use of alcohol, drugs and medicines is not permitted.
- **Equipment & Infrastructure:** with a modern global fleet and project management skills, we organize and deploy safe, suitable and reliable equipment and create the necessary infrastructure.
- **Knowledge & Experience:** with a company history of more than a century, we continuously learn and share our expert knowledge.
- **Subcontracting & Procurement:** we expect our subcontractors and suppliers to commit to the project objectives and adhere to our Supplier Code of Conduct.

We constantly seek to improve our performance by developing and implementing company-wide initiatives like our NINA (No Injuries No Accidents) safety program and the WoW (Way of Working) quality management system.

As the management of Boskalis we recognize our responsibility in terms of:

- Performing our activities in accordance with the Boskalis General Code of Business Conduct.
- Caring for the safety, security and health of everyone involved in our activities, including general public related to our projects, and reinforcing our commitment to the prevention of incidents.
- Realizing sustainable solutions and minimizing our potential adverse impact on society and the environment, in accordance with our Boskalis CSR strategy.
- The management is responsible for ensuring that this Policy is implemented and reviewed when necessary.

The management of Boskalis stresses that the objectives set out in this Policy Statement can only be met or exceeded with the full commitment of all employees as well as subcontractors and partners in the supply chain.

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