

OCCUPATIONAL HEALTH AND SAFETY POLICY

The Global Marine Group is a leading independent provider of submarine cable solutions offering a broad range of services including consultancy, subsea cable engineering, installation, and maintenance, covering the lifespan of a submarine cable system and delivered to customers worldwide.

Management is committed to fulfilling effective duties of care to operational safety, human health, environmental well-being, and community engagement.

To effectively discharge these duties, GMG demands total commitment & accountability from every employee to implement the following Health and Safety standards.

- › **Visible & effective Health & Safety leadership and ownership at all levels**
- › **Implementation, and adherence to, our Safety Management System & associated guidance**
- › **Ensuring the safety of all employees and other personnel by eliminating risks to prevent injury and/or ill health**
- › **Prevention of incidents by providing a safe working environment, actively stopping unsafe acts and reporting Health & Safety deficiencies,**
- › **Provision of adequate resources, training, and safe systems of work to effectively fulfil our Health & Safety obligations**
- › **Providing employees with appropriate medical care and personal welfare through on-board or on-site facilities**
- › **Use of detailed safe systems of work to ensure tasks are executed safely.**
- › **Monitoring and assessment of our suppliers and contractors, to ensure they deliver safety performance in line with our own standards.**
- › **Act upon results, performance, and feedback to maintain a system of continual improvement.**
- › **Make our policies, standards & lessons learnt available to all employees to drive Health & Safety awareness.**
- › **Set targets against which individuals are held accountable & measured to monitor our overall Health & Safety performance.**
- › **Consult & engage with workers to ensure effective implementation of this policy.**

Health & Safety is the responsibility of everyone working for and on behalf of GMG and we all have the obligation and authority to stop any activity that is being conducted in an inappropriate or unsafe manner. Customer satisfaction and the good name of the GMG are directly dependent upon this working philosophy, and therefore compliance with this policy is mandatory & binding upon all employees, and upon all personnel employed in Global Marine Group vessels and sites.

This policy's exacting standards shall be achieved through risk-based Management Systems that meet the requirements of all relevant international & local legislation, statutes & regulations. This system shall be regularly reviewed to ensure it remains relevant, effective, and best-of-class standards. The Head of QHSE has the responsibility and authority to.

- › **co-ordinate and monitor the implementation and effectiveness of QHSE Management Systems.**
- › **ensure provision of competent personnel for effective implementation of QHSE Management Systems.**
- › **ensure the measures laid down in this policy are fully complied with.**
- › **directly access the highest level of management.**



Simon Hibberd
Chief Executive Officer

Date: 22-07-2026