



Health & Safety Policy

As a leading provider of safe, cost-effective, and reliable services to energy operations and logistics worldwide, Swire Energy Services' long-term success depends on our ability to continually deliver products and services of high quality in a simple and cost-efficient way without harm to people or the environment.

To this end, our vision is to be "The easiest company to work with" based on our five core values: Integrity, Endeavour, Continuity, Humility, and Excellence, supported by a clear strategy and aligned business objectives.

It is the policy of Swire Energy Services to:

- Operate in such a manner that never compromises the health and safety of our employees and all other interested parties;
- Secure a duly engaged workforce that are actively consulted and participate in the ongoing development of our health & safety culture including the "**Act on What You See**" behavioural approach;
- Ensure sustainable business growth without compromising safety by continuously reviewing health and safety performance;
- Ensure that our safety "**Non-Negotiables**" are adhered to across all our operating companies;
- Ensure all employees receive appropriate health and safety training;
- Continually improve our management system to eliminate hazards, control risk, enhance performance and satisfy all legal obligations and other requirements pertaining to our products and services.

Manfred Vonlanthen
Chief Executive Officer
September 2024