

Environmental Policy

Every SEA360 QHSE related Policies are compliant with the French Labour Code. **Neotek** internal bylaws directly refers to articles of the Labour Code; hence does SEA360 as a brand of Neotek.

Purpose

SEA360 is dedicated to practicing sustainable Environmental principles and fostering development in alignment with our commitments, beliefs, and values. Our operations entail regular interaction with Earth's resources and ecosystems, often in areas of exceptional environmental significance and sensitivity. SEA360 strives to avoid and minimize any adverse environmental impact.

Key Principles of Commitment

SEA360 acknowledges that our Service activities might have indirect and/or direct environmental repercussions. To uphold our commitment, we pledge to:

- Communicate our Environmental Policy to all personnel, contractors, and relevant stakeholders;
- Exercise heightened vigilance when operating in unique or sensitive habitats of birds, animals, or marine life, as well as in or near historically or culturally significant sites or artefacts;
- Maintain utmost integrity with our clients, government authorities, and the public in addressing environmental concerns;
- Adhere to all applicable environmental legislation, statutory obligations, regulations, codes of practice;
- Ensure that all personnel and contractors possess the requisite awareness and skills to fulfil their environmental responsibilities;
- Strive to conserve resources, minimize waste and pollution, and mitigate adverse environmental impacts and risks associated with our Services;
- Periodically review and revise our Environmental Policy and management systems to ensure relevance;
- Pursue continuous improvement in managing environmental risks by establishing objectives and targets, monitoring impacts, and measuring performance.

Responsibilities

This policy applies to all individuals engaged in SEA360 operations and constitutes a cornerstone of the Quality, Health, Safety, and Environmental Management System.

The Managing Director and supporting management are responsible for implementing and enforcing this policy.

Each employee, contractor, service provider, and visitor is accountable for actively participating in and supporting this policy.

Implementation

This policy is enacted through compliance with legislation and the implementation of systems and procedures documented in SEA360's Quality, Health, Safety, and Environmental Management System.

DATE: 2024-04-03

LOÏC LETAN

NEOTEK
GENERAL MANAGER



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