

## Health & Safety 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 integrating Health and Safety measures into all management systems and primary operations, fostering a culture where the prevention of occupational injuries, illnesses, and property damage is deeply ingrained. Our aim is to cultivate a workplace environment devoid of incidents and injuries.

### Key Principles of Commitment

SEA360 acknowledges its duty to provide a safe and healthy work environment, committing to the following principles:

- Disseminate our Health and Safety Policy and Procedures to all personnel, contractors, and stakeholders to ensure their awareness of their responsibilities concerning SEA360 operations.
- Offer sufficient information, training, and supervision to employees, contractors, and stakeholders, as necessary, to enable the identification and elimination of hazards.
- Adhere to all relevant health and safety laws, regulations, statutory obligations, and other requirements.
- Strive to obtain the personal dedication of all personnel, contractors, and stakeholders to safe and healthy workplace practices.
- Establish measurable objectives and targets for all employees, contractors, and stakeholders, aiming for continuous improvement in our health and safety performance.
- Monitor and assess health and safety performance indicators consistently.
- Develop and implement systems, processes, and procedures aimed at mitigating risks to personnel, property, and the environment in accordance with ISO 9001: 2015 standards.
- Integrate health and safety management practices into all operational facets.
- Utilize consultative mechanisms to encourage communication between management, employees, and other involved parties, facilitating the resolution of health and safety concerns.
- Periodically review and revise the Health and Safety Policy, systems, and procedures to maintain their relevance.

### Responsibilities

This policy applies to all individuals involved in SEA360 operations and serves as 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 engaging in and supporting this policy.

### Implementation

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

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Loïc LETAN

NEOTEK  
GENERAL MANAGER



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