



Integrated Management System Policy Quality, Environment and Health & Safety

Técnicas y Obras Subacuáticas SL (TECNOSUB) commits to provide worldwide a range of services related to offshore professional diving. To achieve it, **TECNOSUB** develops an integrated quality system to measure, assess, secure and improve the quality of its services and other activities of the organization, respecting the environment and promoting and integrating health & safety.

Within the scope of the Integrated Management System (IMS), **TECNOSUB** designs its processes to meet needs of its stakeholders, under the requirements of international standard ISO 9001:2015 for customers, ISO 14001:2015 standard for environmental issues and ISO 45001:2018 for employees. **TECNOSUB** also complies other legal requirements for its activity. Stakeholders to be understood as customers, employees, suppliers, shareholders, government institutions, collaborators and society in general.

Mission Our **mission** is to provide our employees an honest and helpful working environment, where each one can devote to offer our customers superb service under highest quality, environment and safety standards in different areas of underwater services. Oil and gas diving services. Marine salvage & wreck removal. Terminal IMR (inspection, maintenance, repair) & operation. Hyperbaric equipment operation & maintenance. EOD diving services (explosive ordnance disposal), explosives remnant of war (UXO/AXO) threat assessment and clearance. Underwater demolition.

Our **vision** is to position ourselves as a worldwide first-class commercial diving company in the oil & gas and renewable energies field around the world; as well as service providers UXO/AXO. **TECNOSUB** wants to achieve that through an ethical commitment and a continued engagement to quality of our services and business management model that allows our growth and future permanency.

Vision

The **values** promoted and aligned with the policy of our organization are:

- Values**
- **Safety without accidents:** Personal safety and employee health is our greatest responsibility, followed by the protection of our environment and company property.
 - **Teamwork:** Collaboration, cooperation, open communication and positive attitude towards our colleagues or other personnel involved in our projects is always kept in mind for achieving successful projects.
 - **Excellence:** Excellence is not a skill, it is an attitude. Our customer orientation, our constant improvement, our aim to provide professional services, seek for innovation are our premises to meet highest exigencies of our clients.
 - **Passion:** When work, commitment, and pleasure all become one and you reach that deep well where passion lives, nothing is impossible. We like what we do and for that reason we are committed to it. We can adapt to circumstances, we provide suitable solutions and we enjoy our achievements when client is satisfied.

Management, being aware of stakeholders' needs, has established an Integrated Management System for Quality, Environment and Occupational Risk Prevention (IMS) in order to achieve excellence in the services provided in the maritime field, protecting the environment and its workers. For this reason, the Management focuses its efforts on continuous improvement and customer trust, acquiring the following commitments:

- ✓ Be engaged to comply with mandatory legal and voluntary requirements applicable to the organization.
- ✓ Undertake activities that are consistent with the needs of stakeholders, taking into account the prospects for growth and the changing needs of the oil & gas and renewable energy industry.
- ✓ Establish a quality, environment and safety management system through the monitoring of indicators and risk analysis of the identified processes, the definition of objectives, the taking of actions and the adequate allocation of resources.
- ✓ Establish a continuous improvement of processes, activities and OH&S performance to achieve goal and targets set by **TECNOSUB** within the IMS.
- ✓ Ensuring that activities are perceived as reliable, effective and efficient for all stakeholders.
- ✓ Involve, motivate and engage our human resources, in order to seek their participation in the management, development and implementation of IMS.
- ✓ Be engaged to commitment to prevention of injury and ill health.
- ✓ Define and implement training needs to maintain and improve the professional skills of staff.
- ✓ Optimize resources management, maximizing its utilization and reducing costs.
- ✓ Build coordination with others to respond to possible short-term needs that may arise.

Actions that are included in this **TECNOSUB's** policy enhance and facilitate adaptive change, continuous improvement and innovation process, to achieve the level of demand that determines this policy.

That is why Director notifies all employees herewith management policy and that he is committed to provide means and promote compliance as stated in IMS Manual of **TECNOSUB**, and subsequent revisions, and the rest documents arising from it.

Arturo Villazón Granda
CEO