# TSC Subsea - HSSEQ Policy

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# Document Control

**Department:** Management

**Category:** Policy

**Title:** TSC Subsea - HSSEQ Policy

**Document Responsible:** Oyvind Heimli

| Rev No | Date | Prepared by | Reviewed by | Approved by | Revision Information |
|---|---|---|---|---|---|
| 1.0 | July 2021 | Øyvind Heimli | Kimberly Nesse | Paul Cooper | Moved manual from legacy system to BO. No changes. |
| 2.0 | 15.09.2022 | Øyvind Heimli | Kimberly Nesse | Stuart Kenny | President changed to Stuart Kenny |
| 3.0 | 13.01.2026 | Øyvind Heimli | Rhys Satterley | Jonathan Bancroft | How applicable requirements shall be met clarified.<br><br>Update to cover all type of relevant HSEQ requirements based on ISO re – certification.<br><br>Approver changed from SK to JB |
| 4.0 | 10.04.2026 | Øyvind Heimli | Rhys Satterley | Jonathan Bancroft | Document responsible changed from SK to JB |
| 5.0 | 05.10.2026 | Øyvind Heimli | Rhys Satterley | Jonathan Bancroft | NDTG logo added |
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# Health, Safety, Security, Environment and Quality Policy

## TSC Subsea – An NDT Global company

At the core of TSC Subsea' s philosophy lays the intent that business can be executed and developed without damage to persons or physical property and without harm to health or the environment. All TSC Subsea personnel and contractors shall manage and execute all daily activities in a manner which reflects this philosophy.

TSC Subsea is committed to taking an active role in safeguarding the fulfilment of the Health, Safety, Security, Environment and Quality (HSSE&Q) requirements and other relevant requirements, relevant for the business - thereby contributing to a safe, reliable and cost-effective supply to customers.

We shall strive to continuously improve our HSSE&Q performance and shall proactively assist customers in enhancing their HSSE&Q results.

TSC Subsea has the responsibility to:

- Proactively train and develop the competency of the TSC personnel in such way that they have the knowledge and capability to undertake daily activities in a safe and sound manner that is consistent with the intent in the regulations and HSSE&Q best practice.
- Proactively seek updated information on HSSE&Q issues and share lessons from operations internally and externally so they can support operators and enhance the quality of the planning and execution of operations.
- Identify, evaluate and comply to all type of requirements relevant for the company.
- Establish challenging, fair, realistic and clear HSSE&Q performance goals and measure performance.
- Conduct all of TSC Subsea' s business with professionalism and uncompromising integrity-in accordance with the governing policy documents and the work processes of the integrated management system.
- Being a professional service provider, the management will strive to provide clear guidance and empowerment of the employee in all parts of the work processes. Foster a stimulating working environment which creates creativity, collaboration and hence job satisfaction.
- Systematically monitor, report and take action on incidents to avoid recurrence.
- Ensure that our contractors and suppliers are aware of, and comply with, our HSSE&Q policy and the governing requirements.
- Ensure employees and their representatives are consulted and participate in the HSSE&Q work when relevant.

TSC management shall provide the necessary guidance, training and resources to ensure effective application and communication of this policy as well as to monitor and audit all aspects of its compliance.

*Jonathan Bancroft, VP TSC Subsea*
*05.10.2026*