



# HSE POLICY

At Island Drilling Company AS, we are dedicated to providing a safe and healthy working environment for all our employees, contractors, and stakeholders. This HSE policy outlines our commitment to the ISM Code and ISO 45001 standards, ensuring the well-being of everyone involved in our operations both onshore and offshore.

We empower our employees, both individually and in teams, to take ownership of their safety and health responsibilities. A healthy and positive working environment is the foundation of strong teams, and we are committed to fostering this culture.

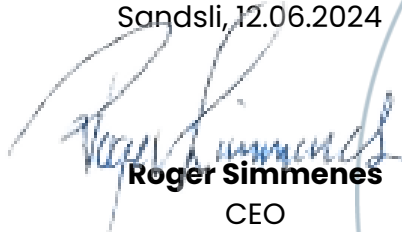
## COMMITMENT TO EXCELLENCE IN HSE PRACTICES

At Island Drilling Company AS, our dedication to Health, Safety, and Environmental (HSE) excellence is unwavering. Our approach encompasses the following key principles:

- **Training and Competence:** We ensure our employees are thoroughly trained and competent to perform their duties safely and responsibly.
- **Incident Management:** We promptly report, investigate, and analyze all incidents, near misses, and unsafe conditions to prevent recurrence and enhance safety.
- **Performance Monitoring:** Through regular audits and inspections, we maintain high HSE standards and continually refine our practices.
- **Continuous Improvement:** We actively set and review objectives, implement corrective actions, and embrace best practices to drive ongoing progress.
- **Effective Communication:** We ensure everyone is well-informed with regular updates and accessible documentation, promoting a shared commitment to our HSE goals.
- **Engagement and psychosocial well-being:** We prioritize the psychosocial well-being of our employees, understanding its vital role in health, productivity, and job satisfaction. By engaging them in our OH&S management system, aligned with ISO 45001, we ensure their active involvement in identifying hazards, assessing risks, and strengthening our safety culture.

By integrating these principles, we foster a safe, responsible, and sustainable working environment.

Sandsli, 12.06.2024



**Roger Simmenes**  
CEO